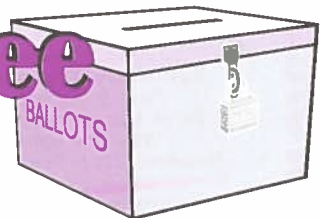


Congratulations on being



*One of our regular Local 222 Retiree
euchre players, Theda Magee,
celebrated her 100th birthday on January 21st
with a large cake and applause from her friends
at the Union Hall. All the best, Theda!*

1998 GM Shop Committee Elections



Tuesday February 24th Run-off March 5th

CAW LOCAL 222

Volume 57 • Number 2 • February 1998

Ending The Auto Pact?

By Mike Shields,
President

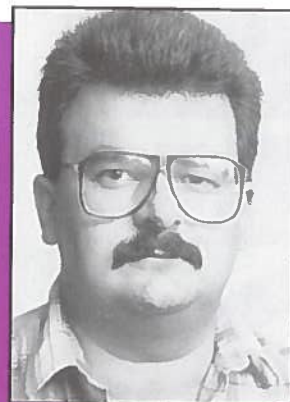
BY THE TIME THIS ISSUE OF *THE OSHAWORKER* reaches your home, our campaign against changes to the Auto Tariffs will be in full swing. The Japanese automakers are lobbying the Canadian Government to drop the tariff on their vehicles coming into Canada. They have successfully persuaded Ottawa to drop the tariff on auto parts. If they are successful in their current bid to drop the tariffs on vehicles, the long term effect on those of us in the auto industry would be devastating. The Canadian Government's decision to drop the tariff on auto parts was very disturbing. What made it even worse was the fact they did it under a section of legislation known as "Works Of Art, Collectors' Pieces, And Antiques."

The CAW has never attacked the investments made in Canada by the Japanese based companies. We have never argued that the issue is the nationality of the companies involved. Our emphasis has always been on the performance of auto companies as measured by their long term commitments to Canada in terms of investment and jobs. By this measure, the Japanese based companies fall short.

To put the new investments by Honda and Toyota in perspective, Ford and GM have invested more than these two companies in just components in Windsor alone. Chrysler has created more new jobs just through the expansion of its assembly plants in Windsor and Bramalea. The reduced work time negotiated by the CAW in the nineties has opened up some 2,000 jobs at the Big Three, about the same level of new jobs promised by Honda and Toyota.

The current Auto Tariff on these incoming vehicles is the last remaining tool we have left from the Auto Pact. The principle behind the Auto Pact was if you wish to sell your

CAW
R Local 222
President's
REPORT



"Our emphasis has always been on the performance of auto companies as measured by their long term commitments to Canada in terms of investment and jobs."

vehicles in Canada, you must make commitments (investments), if you don't then you pay a penalty (tariff). The Japanese based automakers were offered the opportunity of Auto Pact status in the 80's and said no thanks. Now that the yen has dropped 30-plus percent, they want the benefits of the Auto Pact without making the commitments. A prime example of one of the benefits of the Auto Pact currently sits on Park Road, the Oshawa Truck Plant.

Your Union representatives will be coming around to your work areas requesting you to sign a post card opposing the elimination of the Auto Tariff. I encourage full participation by our membership, after all if we don't fight for our jobs, who will.

Around The Local

I am currently in negotiations with St. Mary's Cement, with a strike deadline of February 6th. I would like to thank and congratulate the St. Mary's membership for their overwhelming strike vote mandate (100 percent). Also, we opened negotiations with Whitby Transit on January 15th. We will also open negotiations with Oshawa Transit this month. With the upcoming GM Shop Committee elections, it is a busy time at the Local. ♣

THE OSHAWORKER

CAW Local 222 Executive Board

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First Vice President
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To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. **The Oshaworker** reserves the right to edit material submitted.

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Local 222's e-mail address is: 1222sect@idirect.com

The Local 222 World Wide Web page is found at: <http://web.idirect.com/~caw>

CAW TCA
CANADA

LUMA APSL

CANADIAN ASSOCIATION
OF LABOUR MEDIA
CALM



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Thistle Printing Limited.

**Voting
In-plant**

Notice of Union Election

General Motors Unit

**Voting at
Union Hall**

One (1) GM Shop Committee Chairperson
One (1) Truck Plant Area Chairperson
One (1) Car Plant Area Chairperson
One (1) Skilled Trades Area Chairperson
Two (2) Insurance Representatives — Plurality Vote
One (1) Alternate Insurance Representative
Two (2) SUB Representatives — Plurality Vote
One (1) Alternate SUB Representative
Two (2) Counsellors — Plurality Vote
One (1) Full-time Truck/Battery Plant Area
Human Rights/Employment Equity Representative
One (1) Full-time Car Plant/Tri-link/Control Arms/
South Stamping Human Rights/
Employment Equity Representative
Two (2) Human Rights/Employment Equity
Female Advocates
—One (1) Truck Plant/Battery (female only)
—One (1) Car Plant/Tri-link/Control Arms/
South Stamping (female only)
One (1) Pension Representative
One (1) Alternate Pension Representative
One (1) Ergonomics Representative

TRUCK PLANT

District #1: One (1) District Committeeperson
District #11: One (1) District Committeeperson
District #13: One (1) District Committeeperson
Districts #1, #8, #10, #11, #12 & #13:
One (1) Truck/Battery Plant
Health & Safety Representative
Steady Shift & Shift #1
One (1) Truck/Battery Plant
Health & Safety Representative
Steady Shift & Shift #2
One (1) Truck/Battery Plant
Health & Safety Representative 3rd Shift
One (1) Alternate Truck/Battery Plant
Health & Safety Representative

CAR PLANT

District #2: One (1) District Committeeperson
District #3: One (1) District Committeeperson
District #4: One (1) District Committeeperson
District #7: One (1) District Committeeperson
Districts #2, #4, #7, #8, #10 & #12
One (1) Car Plant/South Stamping
Health & Safety Representative
Steady Shift & Shift #1
One (1) Car Plant/South Stamping
Health & Safety Representative
Steady Shift & Shift #2
One (1) Alternate Car Plant/South Stamping
Health & Safety Representative

CAR PLANT

District #5: One (1) District Committeeperson
District #6: One (1) District Committeeperson
Districts #3, #5, #6, #8, #10 & #12:*
One (1) Car Plant/Tri-link/Control Arms
Health & Safety Representative
Steady Shift & Shift #1
One (1) Car Plant/Tri-link/Control Arms
Health & Safety Representative
Steady Shift & Shift #2
One (1) Alternate Car Plant/Tri-link/Control Arms
Health & Safety Representative
*District 3 Paint Shop Plant #1 will now be combined
with Districts 5, 6, 10, 12 for Health & Safety and
Health & Safety Alternate Representatives.

DISTRICT #8

District #8: One (1) District Committeeperson

SKILLED TRADES

District #10: One (1) District Committeeperson
District #12: One (1) District Committeeperson
One (1) Skilled Trades Health & Safety Representative
One (1) Alternate Skilled Trades
Health & Safety Representative

The election for these positions is **Tuesday, February 24th, 1998.**

A run-off election, if necessary, will be held on **Thursday, March 5, 1998.**

Advance Poll – Friday, February 20, 1998, 6:30 a.m. to 4:00 p.m., Union Hall.

We regret that we are unable to publish candidate biographies in the Oshaworker prior to these elections.

Thanks For The Privilege Of Being Plant Chairperson

By Don Whalen,
GM Shop Committee Chairperson

IN THE FOLLOWING FEW PARAGRAPHS I WILL TRY TO explain who in our Union Leadership has what areas of responsibility. This is a question I am asked quite often. Your leadership in the bargaining unit consists of one Plant Chairperson, four Area Chairpersons, 13 District Committeepersons, plus 56 Zone Committeepersons and 56 Alternates throughout all the plants. Each of these positions holds different areas of responsibility but are all part of Local 222 Leadership. On your Shop Committee the four Area Chairpersons in particular have full autonomy (the same as the Plant Chairperson — see Appendix L Master Agreement) in their areas of jurisdiction and responsibility and definitely have the power to act. Each District Committeeperson has full autonomy for his District. The Plant Chairperson oversees all areas and is involved when areas of responsibility and jurisdiction conflict. Your Committeepersons and alternates are responsible for their zones in their particular plants.

I hope this explains your bargaining unit leadership's responsibilities but for me it prompts one question: If the Plant Chairperson is made the scapegoat for everyone's problems, why do we need the other 129 bargaining unit reps?

1998 Summer Vacation

Currently there are very high level discussions taking place, including CAW President Hargrove and General Motors Vice President Dean Munger, to try to get our summer vacation period changed back to late July and early August. Brother Hargrove said if GM Canada is unable to resolve this soon, he is requesting that Dean Munger arrange a meeting with Gerry Knechtal, VP of GM's North American operations. I had discussions with Brother Hargrove January 16th hoping to have an update for this *Oshaworker*. We know if we are able to get Detroit to let Canada set our own vacations it has to happen very soon so our members can make their plans.

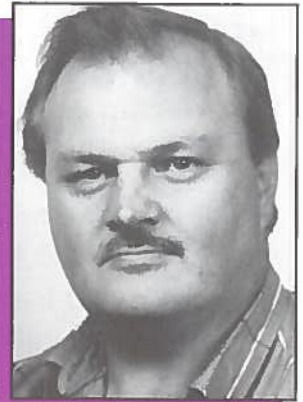
Expedited Arbitration

This is appendix "J" of our Master Agreement, designed to get grievances to arbitration much faster. The National Union has agreed to provide training for all Districts and Area Chairpersons to enable them to arbitrate their own grievances with the National Union's assistance. Once this process begins we will be at arbitration every month. This will clean up the backlog of grievances, and also send the message to GM they must come to the table and start resolving these grievances—and they won't be able to say "file your grievance, it'll sit around for years anyway." In my opinion it's a big step in the right direction.

Auto Tariff Campaign

On Jan. 19th the entire Shop Committee met with the National Union and many other CAW leaders to hear Brother Hargrove roll out the CAW's plans to inform our members and rally the government to keep the tariffs on imports. There will be a small pocket book handed out to our members to explain

GM Shop Committee Chairperson's REPORT



the importance of continuing the tariff (tax) and answer many of your questions. We will also be asking all our members to send the postcard we'll be giving you to your MPs, calling on the Liberal government to ensure the current tariffs on assembled vehicles are not removed: and the reinstatement of the 25 percent tariff on auto parts is considered.

There was also a meeting hosted by the City of Oshawa at the Union Hall on January 20 with more than 30 political, business and education leaders to an information session. It covered the possible economic impact of potential changes to federal tariffs in the auto industry. So please get informed, and get involved, as this could mean the loss of many jobs. The Liberals have so far only hinted they'll remove this import tax but we need to send them a strong message now, before it's too late.

Document 23

This is the Document in the Master Agreement where the Area Chairpersons in each plant have formed a committee to discuss with General Motors any jobs that are lost through automation. Once it is determined in each plant by the Area Chairperson and management how many jobs have been lost, any member wanting to take a Focus buyout may apply through their Area Chairperson and/or your district, and you will be allowed a buy-out by seniority. Many members have inquired, so please ask your Area Chairs.

Representation:

The Shop Committee and myself have had many meetings with management regarding representation. General Motors is saying because the "plant population" has decreased we have two too many districts, and seven too many Zone Committeepeople. That was their initial demand. They have since reduced that to one District and three Zone Committeepeople. We have not and will not agree to less representation, especially when dealing with such an arrogant Corporation. I have since filed a policy grievance.

Skilled Trades Peregrine Layoffs

First of all, how some of the Union can praise Peregrine management is beyond me. I've had to deal with some very shady members of management over the years but they have nothing on Peregrine. This lay-off was handled wrong from day one, and believe it or not all we're asking is that Peregrine lay off from the bottom of the seniority list, not like they did, from the top. I understand many of the senior skilled trades want to come back to GM (and we'll never try to stop them) but when it adversely affects South Plant members,

Continued on page five

Fab Plant Update

By Wayne Murphy,
First Vice-President, Fab. & Battery and Peregrine Area Chairperson

ONCE AGAIN TO INFORM OUR NEW MEMBERS, WE are into that typical slow period of the auto industry. Unfortunately, this is normal for plants such as our own to be affected with temporary down time due to the parts we build and supply. At the time of writing "J" car volumes still remain low. This is somewhat unusual as the Sunfire and Cavalier are normally big sellers. This involves less fascias and miscellaneous stampings required. Saturn has taken one day a week out of their schedules. "W" car Oshawa Plants remain stable. This information does change almost daily. All presently on layoff will be recalled as volumes and schedules increase. Don't hesitate to call me with any questions surrounding this temporary downtime.

Service Industry

For quite some time we have been adamant to get discussions going on the service parts industry (after market parts) for Building #59. Through our persistence the first formal meeting has been scheduled for January 27, 1998. This is the area of operation that can deal with Peregrine's concerns regarding their intent to expand customer base and market share. Most importantly, this in turn can create employment for our members and secure employment for our future. We will report on these discussions and progress as information becomes available.

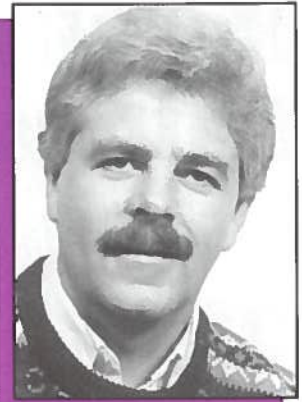
Scheduled Paid Absence (SPA)

Once again, you will have the opportunity to select your SPA week entitlement by seniority. This was negotiated after the first scheduled period of last year. It is an issue that General Motors would not even consider. However, it has proven to work well in the last schedule and is an issue you need to have input regarding this decision. It is your negotiated time off work. The following is the outline of the negotiated understanding reached.

SPA Understanding Reached With CAW

Peregrine in its commitment to move towards a participa-

**First
Vice-
President's
REPORT**



tory, high performance organization (HPO) has agreed with CAW Local 222 representatives to participate in a new method for selecting SPA weeks. Peregrine and the CAW will continue to discuss in an amicable, co-operative manner any disputes or differences with the administration of the SPA sessions.

January 6, 1997, was the start of the SPA scheduling period under the Master Agreement. As per the agreement, the eligibility dates are October 7, 1996, May 26, 1997, December 15, 1997, August 3, 1998, and February 15, 1999. Employees who have worked during these eligibility dates are eligible for a forty (40) hour SPA week provided they have one year of seniority; worked or were physically at work during the week of the eligibility period or the previous 25 weeks.

Selection week will be from Wednesday, February 11, 1998, to Tuesday, February 17, 1998. For the third round, the number of weeks is increased to 31 weeks with the selection weeks beginning March 16, 1997, (week 1) and ends October 28, 1998, (week 31).

Selections will be in accordance with plant seniority in the supervisory grouping.

Supervisors will ask individuals with their group to select a week by seniority.

Wherever possible, partners who work in the Oshawa area and receive the SPA benefit will be given the opportunity to match their SPA weeks.

Please note that Peregrine have changed the telephone and pager systems, and my new pager number 438-6602 and the inplant number is 433-3343. ♣

Thanks For The Privilege Of Being Plant Chairperson

GM Shop Committee Chairperson's Report — Continued from page 4

against our contact language, we can't allow it to happen. All members at Peregrine have rights back to GM over the next five years, seniority permitting. However we need to assure our Collective Agreements are upheld. I have requested Brother Hargrove to get involved in this and I only hope by the time you're reading this it will be resolved. The Area Chairperson for Skilled Trades, Tony Leah, has also filed a Policy Grievance protesting Peregrine's blatant violations.

In Closing

The elections for the Shop Committee have been called for February 24th. I want to thank the membership for the

privilege of representing you as your Plant Chairperson over the past three years. I did take the job very seriously, and I did put my heart and soul into it. There have been many challenges, and many hurdles to overcome during my term of office, but I overcame them and we did make progress as a union. The 1996 set of negotiations was the toughest in CAW history. We broke new ground on work ownership, and job security. In 1999 bargaining there is no doubt production standards and pensions (25 and out) will be our #1 and #2 demands.

Once again I thank you for your continued support and look forward to your support in the future.

Until next issue, please take care. ♣

Results Of The Employee Enthusiasm Survey

By Dan Kewley,
Oshaworker Editor



EOshaworker
DITORIAL

TWO ISSUES AGO I HAD REPRINTED A GM ENTHUSIASM Survey. Here are the results, along with the survey itself. All results are expressed as percentages of the total number of answers received.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
1. My organization (plant, staff, unit, etc.) is working hard to build trust among people	6	10	4	12	68
2. People in my organization are proud of the work they do	25	30	10	25	15
3. My job makes good use of my skills and abilities	30	25	20	15	10
4. I feel encouraged to come up with new and better ways of doing things	32	27	23	13	5
5. I am given a real opportunity to improve my skills in my organization (plant, staff, unit, etc.)	15	14	26	40	5
6. GM shows a sincere concern for the safety and well-being of its employees	8	19	18	38	17
7. In my organization, my supervisor/manger provides the support I need to make a full contribution	12	22	36	17	13
8. My organization encourages teamwork	18	13	34	22	13
9. Everyone in my organization is working toward the same objectives	19	28	29	14	10
10. GM's senior management shows by its actions that quality is a top priority in GM	10	16	35	21	18
11. I have enough information to do my job well	16	24	28	20	12
12. Favoritism does not interfere with my opportunity to get a better job in this company	13	32	21	19	15
13. Effort is acknowledged and appreciated in my organization	11	22	20	30	17
14. In my organization, we celebrate our successes	12	26	29	19	14
15. I can count on being treated fairly in my organization	14	23	26	22	15
16. I have found it easy to keep my enthusiasm in GM high	13	22	24	23	18
17. How do you rate GM in providing job security for people like yourself?	Very Good 10	Good 18	Fair 23	Poor 29	Very Poor 22
18. How satisfied are you with your involvement in decisions that affect your work?	Very Dissatisfied 16	Dissatisfied 24	Neither 32	Satisfied 16	Very Satisfied 12
19. How satisfied are you with the information you receive from management on what's going on in the company?	17	22	28	20	13
20. How satisfied are you with the recognition you receive for doing a good job?	18	25	27	16	14
21. Considering everything, how would you rate your overall enthusiasm in GM at the present time?	Very Enthusiastic 9	Enthusiastic 18	Neither 26	Unenthusiastic 28	Very Unenthusiastic 19

Question number 22 was "If your enthusiasm in GM has changed recently, please describe why?"

CAW Local 222 Financial Report

Covering the Month of December, 1997

Total Receipts	\$ 844,271.36
Total Expense	<u>961,679.46</u>
Surplus	\$ -117,408.10

CAW Local 222

Balance Sheet As At 12/31/97

ASSETS

CURRENT ASSETS

Cash	25,748.90
Bank	<u>666,969.95</u>
Total Bank	666,969.95
Deposit - AWCU	37,647.05
Accounts Receivable	412.50
Mortgage Receivable	119,270.33
Dominion of Canada Bonds	12,000.00
Short Term Investments	<u>310,778.28</u>
TOTAL CURRENT ASSETS	<u>1,172,827.01</u>

Fixed Assets

Land	615,195.00
Buildings	2,829,533.00
Equipment	<u>86,022.02</u>
Total: Fixed Assets	<u>3,530,750.02</u>

TOTAL ASSETS	<u>4,703,577.03</u>
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LIABILITIES

CURRENT LIABILITIES

Accrued Liabilities	1,604,194.26
Current Portion of Loan CAW	480,000.00
UI Payable - Lost Time	1,436.03
CPP Payable - Lost Time	676.46
Income Tax Payable	354.65
Income Tax Payable - Lost Time	<u>9,955.92</u>
Receiver General Payable	12,423.06
EHT Payable	7,290.84
Union Dues Payable	1,653.39
AWCU	-198.00
Charitable Deductions	2,746.31
WCB Payable	-182.12
Loan from CAW National (Strike)	620,000.00
Due Re: Duplate Council Fund	500.00
Retired Members Fund	<u>6,815.40</u>
TOTAL CURRENT LIABILITIES	<u>2,735,243.14</u>

TOTAL LIABILITIES	<u>2,735,243.14</u>
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EQUITY

NET ASSETS

Net Assets	4,012,254.25
Surplus	-2,043,920.36
TOTAL NET ASSETS	<u>1,968,333.89</u>

TOTAL EQUITY	<u>1,968,333.89</u>
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LIABILITIES AND EQUITY	<u>4,703,577.03</u>
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CAW Local 222

Income Statement 12/1/97 to 12/31/97

REVENUE

INCOME

Membership Dues	829,434.42
Initiations	200.00
Oshawa Area Skilled Trades	67.92
S.U.B. Receipts	5,803.35
Greenshield Recoveries	841.49
Staff Wage Recoveries	1,073.08
Miscellaneous Collections	1,761.20
Oshaworker	1,750.00
Rent	2,200.00
Soft Drinks and Vending	275.50
Telephone Income	<u>864.40</u>
TOTAL REVENUE	<u>844,271.36</u>

TOTAL REVENUE	<u>844,271.36</u>
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EXPENSE

OFFICE AND BUILDING

Employee Salaries	94,387.52
UI Expense	4,625.24
CPP Expense	2,430.22
EHT Expense	4,462.76
Other Benefits	<u>34,741.59</u>
Employee Benefits and Insurance	46,259.81
Hall Expenses	2,049.82
Insurance	8,165.88
Miscellaneous purchases	14,889.11
Building Maintenance	6,698.54
Soft drinks and vending	228.05
Telephone	8,059.14
Office Supplies and General Expense	7,886.03
Officers Expense	1,619.52
Professional	<u>5,629.50</u>
Total Office and Building	<u>195,872.92</u>

ORGANIZATIONAL

Per Capita - Ont. Fed. of Labour	8,283.31
Per Capita - Durham Labour Council	2,031.45
Per Capita - GM Intra Corp Council	1,404.52
Per Capita - CAW Assessment	492,816.88
Per Capita - CAW Council	<u>8,393.20</u>
Total Per Capita	512,929.36
Lost Time: Wages and Benefits	134,493.47
Lost Time Expenses M&E&H	27,458.69
Lost Time Expenses - Hotels	<u>279.54</u>
Lost Time Expenses	27,738.23
Misc. Election Costs	435.12
Education	225.00
Investors Grp Trust-Staff Pensions	3,822.16
Oshaworker - Printing	58,168.60
Oshaworker - Postage	<u>11,202.90</u>
Total Oshaworker	69,371.50
Publicity	6,658.25
Recreation	-3,480.00
Welfare and donations	13,545.40
Skilled Trades	68.05
Total Organizational	<u>765,806.54</u>
TOTAL EXPENSE	<u>961,679.46</u>
NET INCOME	<u>-117,408.10</u>



Due to illness, Dave Broadbent's article does not appear this month.

Grievance Backlog Reduced

By Russ Martin,
Plant Chairperson

OVER THE CHRISTMAS HOLIDAY, the CK line was changed over to attempt a run of the new GMT800 series truck bumper. The run was to be for 300 bars but there was a great deal of hiccups, both in the dies and also the transfers/arms. The weekend of January 17th another attempt was made and this one was far more successful.

There is still a lot of work to be done on the line but certainly big improvements have been made. This is a very large and important contract and it was good to see this last test had vastly improved.

It is now another year for the purpose of overtime equalization of hours, (zeroing was done January 1st), will it be another year where the Company screws it all up. The preliminary guess is, of course. The Union offered to help Management out with the charting and how to ask correctly since November '95, but either out of pride or having very deep pockets they haven't accepted. Again we offered at the end of both '96 and '97 so they could start out the new year(s) correctly but the same held true. We believe pride was not the answer, just the usual poor management. Does head office realize the armchair pay in this plant! Now only half-

way through the first month and several group grievances and many single ones over overtime have been filed. Then again maybe the Company does have gold-lined pockets!

Our pile of grievances has finally been brought down to within workable numbers. Hopefully now the time frames will reflect the language of the agreement.

The open position for the Human Resource Manager has again been filled, his name David Soules. Early indicators we see him as listening to us, but at the end of the discussion he hasn't heard anything which was said! Possibly a hearing problem, maybe a low battery or Unions just don't sit well with this guy. Time will tell.

The Union has started their preparations for the bargaining process. I would like to thank all of those who filled out the surveys as quite a few had some interesting additional comments. The other Plants had similar results, and we have had plant wide meetings to review the surveys. The Chairpersons have met several times in Cambridge and a few more times with full committees. There is still no indication of early talks yet.

A.G. Simpson
R Plant
Chairperson's
REPORT



A rumor is out on the floor with regards to a continental shift in our plant. The Company has indicated that they would like to see some form of a six day a week operation in this plant. That doesn't mean the Union also desires such, but you the membership will have to decide on it should at some point it becomes a major issue at the table talks. Judging by the surveys that came in, the opinion has not changed, that being; stick with the present shifts in our Collective Agreement.

Still major problems with Aetna Insurance, the coverage for S&A benefits is way out of control. Many meetings have been held with more set in the immediate future. Frustrations are very high with many claimants at the moment, as well as with our Benefit Rep and I who seem to get bogged down with a continual flow of denials. We hope to get the carrier to agree to release files which will enable us to see the problems far quicker. We have made it very clear to the Company as well as Aetna that this is being a Contract year we will be seeking solutions if not another carrier. ♣

WE'RE GETTING YOUR MAIL!

Your 1998 membership cards and Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 723-1187 or 1-800-465-5458, or mail in the notice below and ensure you get next month's issue.

Change Of Address

Fill in and return to: Local 222, CAW, 1425 Phillip Murray Ave., Oshawa, Ontario L1J 8L4

Effective Date _____ Plant _____ Serial No. _____

Name _____

Street No. _____ Apt. No. _____

City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

Whitby Transit At The Bargaining Table

By Tim Thompson,
Chairperson, Trentway Wagar-Whitby Transit Unit

Trentway
Wagar-Whitby
Transit Unit
Chairperson's
REPORT

THE COLLECTIVE AGREEMENT between the CAW and Trentway Wagar expired November 30, 1997. The main reason we're now sitting down at the bargaining table is, that, we were delayed in getting a new National Staff Rep. The Staff Rep we were assigned was removed from our Unit because she had too many assignments. The membership I represent as Chairperson have been very patient, but that is starting to wear thin. Since our certification into the CAW in 1994 we have had to date, eight National Staff Reps. The main reason is this, we are Busing and Transit. The majority of National Staff Reps come from factory environments which is totally different from Transit, which is in the service industry.

Finally now we have a Staff Rep who has come out of the Busing Sector and the Committee and myself are confident in this choice. This is a good thing, being we are going to the bargaining table with Trentway Wagar who are now owned by a Houston-based corporation called Coach USA.

This corporation is the largest tour and charter operation in the United States, buying up all profitable, privately and stockholder-owned companies in North America. The previous owners of Trentway Wagar have all held their management positions within the company, and the local manager states nothing has changed since the sale of the company, but let's just wait and see.



The Whitby Transit Unit is now at the bargaining table with its new owner, a company out of Houston, Texas. On the Union's side is (from left) Local President Mike Shields, John Adams, Dave Wichall, National Rep Marilynne Lesperance and unit chair Tim Thompson.

I was a delegate at the Ontario Federation of Labour Convention in November and let me tell you brothers and sisters, I was very disappointed in the outcome. How could a progressive, charismatic, direction-leading individual like Paul Forder, lose an election for President to a person like Wayne Samuelson, who still believes boycotts and standing outside gates with picket signs hanging around your necks while scabs are inside your plants doing your

jobs, he believes this works. Just ask the Maple Leaf Food workers who are still on strike, if boycotts are working for them? I'm just glad we have Union Leaders within the CAW like Mike Shields and others who believe occupying plants, like in the GM Strike and the PC World Strike, that after eight months of picketing outside while the company bused in scabs. The CAW finally occupied the plant escorting out the scabs, that's when we got the company's and the media's attention, during the PC World Strike, bringing it to an end.

As I stated before, my committee and myself have started negotiations with Trentway Wagar, and if talks break down and we have to walk away from the table and strike, rest assure I won't be standing on the outside looking in with a sign around my neck while a scab is driving my bus, doing my job.

Brothers and sisters stand together in Solidarity with right wing governments in power like Mike Harris, who constantly attacks unions and our social programs, and with wannabes like Preston Manning on the side lines, more than ever, "We Have To Fight Back!" ♣

EDGE PROGRAM

The EDGE (Education, Development, GM/CAW, Employability) program was created to improve the education, skills and employability of General Motors hourly employees.

This program provides eligibility for numerous courses including: computer classes, small business courses, technical training, college and university courses. Some of our programs are shift oriented. This is an exceptional opportunity to upgrade your skills and education.

For more details, please contact Brian Morrison at the EDGE office at 644-4918.

More Arbitration Is Good News

By Ron "Gibby" Gibson,
Car Plant Chairperson

R Car Plant
Chairperson's
REPORT



ON JANUARY 14, 1998 A SPECIAL meeting was held at the Union Hall for the "A" Paint Shop to discuss the outstanding problems in the area. Committee person Colin James called this meeting (a similar meeting was held by Andy VanOlst from the opposite shift), the intent was to talk with the brothers and sisters who work in this area. Many issues were discussed, such as work overload, double shifters accommodation, management working on the lines, etc. Plant Chairperson Don Whalen, myself, District Jim Hoy, Health & Safety Rep Rick Cowle, along with committee persons Colin and Andy attended this meeting to hear first-hand your concerns.

On January 15, 1998, the following day, the new Work Standards Committee met at the Union Hall. Every area in the Car Plant had a representative present; our goals are to reduce work overload, address standards problems, and job rotation. National Rep John Graham was in attendance and committed that he will

work with us and do everything possible to address these problems.

Grievances

Since being elected three years ago, your Car Plant Committee committed to try to clean up the backlog of grievances in the system.

A third step meeting is held every Wednesday to try to resolve outstanding grievances. We've also had more Oshawa-wide and fourth step meetings than ever before, and have had Brother Graham from the National Union agreeing and even suggesting that we're going to arbitrate more cases.

This is great because management try to hide in the grievance procedure, thinking the Union won't arbitrate.

I would like to personally thank all the Districts in the Car Plant who have worked with me over the last three years. The result of our efforts means the Car Plant members have received hundreds of thousands of dollars in grievances monies; we've had all kinds of brothers and

sisters reinstated from discharges, suspensions, separations, and I personally feel we're not done yet.

I've been getting a lot of the brothers and sisters asking for buyouts. The Car Plant Committee, along with Plant Chairperson Don Whalen, have had on-going discussions to get our buyouts. What we need is documentation: we need to track jobs to show that these jobs were eliminated due to "efficiency gains," thus qualifying for Focus buyouts.

I've asked the Districts to try to get this information, I then will meet with Personnel Director for the Car Plant John Sledziewski and review these jobs. If John and I agree, we then forward the information to the National Rep, John Graham, and Divisional Labour Relations rep Jim Cameron for approval. If anybody knows of any jobs that have been eliminated, and have created an 'efficiency gain' for the company, please let your committee person know, so he can forward this information to your districts, and then to me. ♣

Peregrine Layoffs Violate Contract

By Tony Leah,
Skilled Trades Chairperson

PEREGRINE INCORPORATED MARKED THE FIRST anniversary of their purchase of the North Plant by ripping up our collective agreement and throwing it in our faces. Not satisfied with a major layoff of skilled trades (82 out of approximately 400), they also decided to flagrantly violate seniority rights, recall rights and the government law on layoff notice in carrying out the layoff.

Seniority Rights Flouted

Peregrine's most serious violation was to reduce 44 tool and diemakers by sending the high seniority people to GM (where they bump people to the street) instead of laying off from the bottom of the seniority list. The first 21 hit GM on January 5, and Peregrine intends to send the next 23 on February 1. This action results in GM tool and diemakers with nine or 10 years seniority getting laid off, while tool and diemakers who were hired in July 1997 are still at work in Peregrine today. This must be corrected, if seniority means anything at

all. If it is not corrected then it could happen again-to production as well as trades!

Policy Grievances Filed

I filed four policy grievances on December 23, 1997 against Peregrine's flagrant violations of our contract. I also faxed a letter to Buzz Hargrove demanding immediate action from his office to defend the seniority rights of our members. On January 12, Plant Chairperson Don Whalen and I met in the CAW National Office with Peter Kennedy, who has been assigned by Hargrove to deal with this issue. We explained the issues to Kennedy and the need for immediate action before the Feb. 1 layoff happens. So far, the National Union has been far too slow in responding to this serious challenge

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R Skilled Trades
Area
Chairperson's
REPORT



Lobbying For Changes To C91

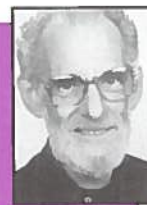
By John Redko and William Stacey

(Apologies from the both of us. We missed the deadline for January.)

PLEASE NOTE THAT DUE TO THE GENERAL MOTORS Unit's Shop Committee elections, there will be No Euchre on Tuesday, February 24th, but the dance on Friday, February 20 will be on for a good time as usual.

Ottawa: Lobby Bill C91, November 18, 1997, there were a dozen or so from our chapter, Local 109, Area Council, taking part in an all-day "en masse" invasion of the Parliament Hill MPs, NDP Leadership and several senators. There were roughly 70 brothers and sisters taking part, including USCO personnel and spearheaded by the Canadian Health Association

C Retirees' CORNER



(Coalition). They overnighted us and we went home at roughly 5:30. We must thank Brother Len Harrison of CAW National, USCO and the CDMA (generic drug manufacturers). Some went to question period (thoroughly enjoyable) and we were invited to a reception in the evening in the West Block.

Apparently Bill C91 will be brought onto the floor in mid-

Continued on page twelve

We Shall Remember

Roy S. Martin	Nov. 17, 1997	Retired
John L. Hales	Nov. 16, 1997	Retired
Donald McLaren	Nov. 20, 1997	Retired
David B. Mitchell	Dec. 1, 1997	Active
Neal R. Gould	Dec. 1, 1997	Active
Renold G. Meredith	Dec. 5, 1997	Active
Leonard W. Teengs	Dec. 3, 1997	Retired
Don Arthur Read	Oct. 28, 1997	Retired
Gordon H. Wilce	Dec. 13, 1997	Retired
Floyd Roach	Dec. 1, 1997	Retired
Adam (Edward) Kzanoski	Dec. 21, 1997	Active

Robert Myles	Dec. 27, 1997	Retired
Arthur F. Ladd	Dec. 23, 1997	Retired
Edward James Beavis	Dec. 29, 1997	Retired
Brian J. Henderson	Jan. 1, 1998	Retired
William F. Penney	Jan. 1, 1998	Retired
Alderic Collette	Nov. 7, 1997	Retired
Henry H. Price	Dec. 12, 1997	Retired
Arnold E. Towns	Dec. 18, 1997	Retired
Horace Brown	Dec. 6, 1997	Retired
Michael A. Shymko	Jan. 10, 1998	Retired
William K. St. Andrews	Jan. 16, 1998	Retired
Peter J. Star	Jan. 13, 1998	Retired

Peregrine Layoffs Violate Contract

Skilled Trades Area Chairperson's Report — Continued from page 10

of our rights. Hopefully, by the time you are reading this they will have taken some effective action.

New Contracting Language Forces Recalls

In the last issue of *The Oshaworker* I reported that the Truck Plant had given us notice to contract out about 7,000 hours of Machine Repair work. We told them in no uncertain terms that we would not tolerate the contracting out of any work in a trade where we have people laid off. We won this fight without filing a grievance. Truck Plant management recalled eight MR's from layoff to do the Christmas shutdown portion of the work. The eight worked 10 days from December 24 to January 4 — this is unprecedented, and shows the strength of our new contracting language. The Truck Plant has also issued three requisitions for the ongoing portion of this job. None of the work has been outsourced.

I can still remember the Christmas shutdown of 1992-1993, when contractors were brought in to install a pre-phosphate wash in the Truck Plant. Electricians, pipefitters, millwrights and welders were working for the contractor from December 20 to February 14 while we had electricians, pipefitters, millwrights and welders laid off on the street. Even after the grievances were settled a year later, many of the laid-off tradespeople received nothing. The ones who were paid received only \$100 per week of layoff.

Our new contract language has resulted in a dramatic change — since October 1996 no one has been laid off in any trade where contractors are used. All laid-off electricians, pipefitters, tinsmiths were recalled before the ink was dry on the new contract.

Since then, GM has screwed up only a couple of times, and in each case the people laid off were recalled quickly, and the grievances were resolved with full payment in only a few weeks. These grievances were settled for full payment for lost wages and overtime — a dramatic improvement from the past.

We still have a major on-going battle with GM over their refusal to "fully utilize" line maintenance trades before contractors.

We had disputes over several other areas of our new language that we resolved successfully. Since GM refuses to budge on their violations of "full utilization" we are taking this issue to arbitration on March 26, 1998. The arbitrator will give a final decision that is binding on GM. The arbitrator will rule based on the language we negotiated. You can read it for yourself — Appendix "R" is on pages 157 and 158 of the Master Agreement.

Phone/Pager

If you wish to reach me, my office number is 644-4360, in-plant pager is *97-4360, out of plant, use a touchtone phone to call 1-800-361-6793, enter PIN 4360 then enter your phone number. 🍁

Ice Fishing Is Good For Lake Scugog

By Roy J. Fleming

LAST ISSUE WE DEMANDED A boat-launching ramp at lakefront Oshawa. We as ice-fishermen (persons) need other lakes in the Trent system to be open for ice fishing.

It is proven beyond a doubt that ice fishing in Lake Scugog has helped the overall fishing in Lake Scugog. I would say more fish are landed per acre of water in Lake Scugog than any other lake in Canada. Since ice fishing started there is no winter kill in this shallow man-made lake. We all remember on opening day of fishing seeing dead fish in every small bay, large fish, musky, bass, perch, and any other fish that swam in the lake. The ice fishing, putting a million holes in the ice lets the toxic gases escape from the decaying weeds, probably carbon dioxide. The ice now has captured a layer of clean air and allows freedom of the water

currents. The extra live bait that escapes the ice fishermen is food for the fish.

We hear of multiple-use recreation facilities. Ice fishing is an example of multiple use of the waterways. Pickerel is the fish all anglers want. The few bass or muskies that are caught is simply nil. They are all generally released to wait for the summer fishermen. Before the season closes in the late fall is when the tackle-busting pickerel are landed. The bait that is used for ice fishing is any small plug, preferably the gray medium Rapala with slow action near the bottom. Other fishermen think live minnows is the only bait; still other fishermen use a shiny lure on dull days, every fisherman has his own preference for a bait. Those thousands of plastic baits with plastic skirts or added hair or fur are also excellent. The best hours for ice fishing pickerel is just before the sun goes down and maybe just before the sun comes up; when all is dark save a glimmering light in the east.

Dress warmly if you do not have a shack, good footwear is essential. There are other spots to ice fish like Lake Simcoe and the Bay of Quinte. If you are going to fish for trout, that is another game. As the season moves along the fishing changes, whitefish and jumbo perch seem to bite better.

Your 1998 executive are going to keep the Union Rod and Gun Club on a straight line in the desires of conservation with no pay, no lost time, some complaints, and every position on the executive was filled. Before the election Rick Roddy, your president thanked all the willing workers for their dedication to conservation.

Union Rod & Gun Club REPORT



Membership	Jim Barnard
President	Rick Roddy
Vice President	Bill Grealis
Secretary Treasurer	Sharon Young
Sergeant-at-Arms	Todd Hovey
Trap	Dean Anderson
Target	Paul Young
Casting	Earl Whitaker
Property	Doug Wade
Canteen	John Wright
Publicity	Roy J. Fleming

The Stan Ward Trophy tied between Roy Fleming and Jim Barnard. When you look over the list of the executive you will notice no young people. Step up to help in the operations of **Your** Union Rod and Gun Club. Where are you?

I have finally figured out how the handicap for the Target Shooters works. You chose your own handicap, nothing over 50. If, for example, I had a handicap of 50 trap shooting, I would have a perfect score every time. Doug Wade was the overall champion, winning the John Mandryk Trophy, the Executive Trophy, and had the best overall score. Dean Anderson was second. He is also our trap chairman. Robert Owens was third. Bill Grealis was the runner-up. Todd Hovey took home the good sport award. The target shooters were wondering if his lady friend did the shooting. These targets are shot both rim fire and centre fire, I do not know the difference. Target shooting continues all winter in a

Continued on page thirteen

Retiree Executive Elections

March 2, 1998 – 1:00 p.m.

Local 222 Union Hall

All Positions from President to Sergeant at Arms

Vice Trustees and Member at Large

Retiree

Standing Committees Election

April 6, 1998 – 1:00 p.m.

Recreation, Sick and Visiting, Organizing, etc.

Lobbying For Changes To C91

Retirees' Corner – Continued from page 11

February, for possible amendments, and discussion regarding some changes we hope).

In the same vein, we will participate in a reminder lobby. We are staying in the Durham area.

We are continuing our Food Drive for Simcoe Hall, non perishable goods and clothing are very welcome. A thank you is in order to our Sister Fanny Estabrooks, who brought in a bag of woolen goods. She can really turn on the production.

Our retirees Christmas Dance is always sold out, and a good time was had by all. Thank you to Brothers Dave Broadbent and Mike Shields for the help, and providing prizes on behalf of the Local membership. Brother Sanders is always there helping out behind the bar.

Thanks also to our custodians, Brother "Big" Jim Campbell, Ron Moran, Paul Duffield, Jamie Rudka for their co-operation and a lovely attendance prize. Thank you to the CAW Family Auxiliary for the kind invitation to their Christmas Party (Brother Shields and I were especially imported to perform).

Christmas Dance Prize Winners

Albert Bradford, Ralph Hawe, Leslie Johnston, Diane Andrechuk, Gerry Hill, Joseph Chaput, Paul Kawzenuk, Pearl Hobbs, Joseph Doless, Bob Hurlburt, George Fairhart, Paul Larkin, Clare Dayman, Michael Falzan, Walter Loveridge, Harry Koehler, Dorothy Dickey, John Lehane, George Jones, Anne Budd, Eve Decaire, Leo Vachon, Bernard Greeley, Mary Daley, Ken Hazelton. ❄️

IMP And SUB Outlines

By Mike McPhee,
SUB Representative

AS OF JANUARY 16TH THERE were approximately 150 members on layoff from production and 50 from skilled trades. Some members have been on lay-off since early September 1997 and many of them are getting low on SUB credits.

Those of you who are running out of SUB credits will be sent two applications from General Motors. One will be an application for Income Maintenance Plan Benefits and one for Voluntary Termination of Employment Plan. Upon getting down to your last few SUB credits if these forms are not sent to you, come forward immediately for assistance.

Income Maintenance Plan

Once you have exhausted all your SUB credits and you have five or more years with General Motors on your last day worked, you may be eligible for IMP benefits, for up to 52 weeks at 60 percent of a 40 hour pay cheque. To receive IMP benefits, you must file within 60 calendar days of your last week in receipt of your last SUB benefit.

Employees Years of Seniority on Last Day Worked Prior to Qualifying Layoff for IMP Benefits	Number of IMP Units Credited
5 but less than 6	26
6 but less than 7	32
7 but less than 8	38
8 but less than 9	45
9 or more	52

VTEP (Voluntary Termination of Employment Plan)

When you run out of SUB credits and General Motors deems your lay-off as indefinite you may have your choice of waiving your right for IMP benefits and taking VTEP buy-out or you can collect IMP benefits until you decide to take the VTEP buy-out but your VTEP buy-out is reduced from the amount of IMP benefits you received. One example is if you collected IMP benefits for 20 weeks and made \$11,000, and your VTEP buy-out was worth \$24,000, your VTEP buy-out would be worth \$13,000.

Important! Please realize your seniority will be broken at any and all GM plants and locations upon receipt of a VTEP buy-

out, and any eligibility you otherwise would have for a separation payment under the Canadian Separation Payment Plan will also be cancelled. When sent your IMP and VTEP applications read them carefully before you sign one or the other, then return it. My advice to you is to give Doug Sanders or myself a call so we can assess your needs or answer any questions you may have.

P.S. — As of January 20th, 1998 General Motors is not offering VTEP to our members. If the situation changes I'll keep you posted.

Years Of Seniority	Amount	Stand-alone
	Multi-Plant Site Plant Closure	Plant Permanent Layoff
5 but less than 6	\$20,000	\$35,000
6 but less than 7	\$22,000	\$37,000
7 but less than 8	\$24,000	\$39,000
8 but less than 9	\$26,000	\$41,000
9 but less than 10	\$28,000	\$43,000
10 but less than 11	\$30,000	\$45,000
11 but less than 12	\$32,000	\$47,000
12 but less than 13	\$34,000	\$49,000
13 but less than 14	\$36,000	\$51,000
14 but less than 15	\$38,000	\$53,000
15 but less than 16	\$40,000	\$55,000
16 but less than 17	\$42,000	\$57,000
17 but less than 18	\$44,000	\$59,000

R SUB Rep's REPORT



18 but less than 19	\$46,000	\$61,000
19 but less than 20	\$48,000	\$63,000
20 but less than 21	\$50,000	\$65,000
21 but less than 22	\$52,000	\$67,000
22 but less than 23	\$54,000	\$69,000
23 but less than 24	\$56,000	\$71,000
24 but less than 25	\$58,000	\$73,000
25 and over	\$60,000	\$75,000

*Fractional Years of Seniority shall be disregarded.

S&A Papers

Please photocopy your S&A papers or any other medical certificate your doctor fills out on your behalf. Doing so will benefit you and your Union Representative when a medical is required for a time period when you were sick or injured.

SUB And EI Call Sheets

All supervisors in Oshawa have call sheets in their offices or on hand. If you want to see one of your benefit representatives, ask for us. My in-plant phone number is 644-7839, in-plant pager number is *97-8099. Outside the plant my pager number is 1-800-361-6793 then enter my PIN number 8099, then enter your area code and phone number using a touch tone phone.

Until next time... 🍀

Ice Fishing Is Good For Lake Scugog

Union Rod & Gun Club Report — Continued from page 12

heated and air-conditioned building. If you wish to participate in this sport, come out Tuesday evenings and Sunday mornings. You must be able to pass all tests and pay an extra fee, which covers your insurance portion, and have an Firearms Acquisition Certificate (FAC).

Do you need a winter project like building a wood duck nesting box? There are many materials you can use but a new one I found is called a plastic pail nesting box. You need two plastic pails the same size. Secure one to a tree on a bracket; cut a hole in the side of the pail that is smooth. Nail small steps inside of pail. Add a light mesh inside the other pail at the bottom so the nest is in the bottom when attached to the first pail. This mesh allows maggots to fall through. Use handle of both pails to act

as locks and if needed use extra wire. The bottom pail must have drain holes drilled in the bottom. The handles can be loosened at the end of the season so the pails come apart for cleaning. These plastic pails prevent squirrels and raccoons from raiding the eggs or baby birds.

I purchased a print with little birds among the small bushes and on close examination, I noticed a pair of titmouse, a very small bird that could be among your chickadees at your feeder.

The motor boat and trailer has been ordered, and so is your 1998 membership card \$2.00. April 1998, the URGCC will celebrate 60 years as your oldest conservation club. **Help Us Celebrate** by being more active in conservation and by becoming an active member in your URGCC. 🍀

Answers To Frequently Asked Questions

By Doug Sanders,
SUB Representative Chairperson

R SUB
REPORT



I WOULD LIKE TO START MY COLUMN by wishing Dave Broadbent a speedy recovery from his recent health problems.

I have been replacing Dave as Secretary Treasurer, and by the time you are reading this I will be back in the plant. The elections for all Districts and In-Plant Benefit Reps have been called and will be held on Tuesday, February 24, 1998.

Good luck to all the candidates.

Plant 1 And Fab Layoff

I would like to thank Bill Graham from the EI office for the quick work on getting the cards out to everybody. Everybody who was laid-off the week of January 4 to January 10, 1998 should have received EI cards by now. If you had an existing waiting period before this layoff week you should have received your SUB cheque also by now.

If you have not heard anything get on the phone immediately and place a call for your SUB rep through your supervisor. The Employment Insurance Act places the responsibility of inquiry solely on the claimant. EI and SUB are tied together, and you are not entitled to your SUB if you fail to keep your EI claim in order.

All report cards must be returned to the Belleville EI office, if they are not returned you have not served a new one-week waiting period, and SUB you received will be set up for an overpayment. If you are in doubt call us or return all your report cards, just to be safe.

If anybody receives a letter from EI stating they do not have enough hours to qualify for EI we need this letter so SUB can pay you.

Here are the answers to some FAQ's (frequently asked questions):

Can I serve a waiting period if I'm in a car accident?

No, due to the provincial government's no-fault auto insurance plan.

How long do I have to file for EI when I return to work?

You should file in the week you return to work but EI will allow us up to three to four weeks in which to file because of shiftwork hours.

Can I serve an EI waiting period if I'm on Workers' Compensation?

Yes. The EI rules changed to allow this to happen. We must have your WCB (now WSIB) claim number

Can I serve an EI waiting period if I received S&A?

Yes. You can serve an EI waiting period if you are off sick or injured. If you are off work one week or longer, we will bring your EI waiting period as far forward as possible to your date of return to work.

Do I need an EI medical certificate form?

No. It is easier to just photocopy your S&A papers, as medical proof for EI. Many doctors are charging between \$10 to \$50 to fill out your S&A papers. There is no sense paying for the same information twice.

Do I have to have my two weeks served at EI for waiting period before I receive any monies?

No, if you have only one week served at EI and are laid off, SUB will pay a full benefit for the second week of your EI waiting period.

Can I serve a waiting period if I receive S&A and leave the country?

No. Waiting period can only be served in Canada.

If I have my two-week waiting period served at EI can I receive parental benefits?

Yes. The birth mother must take parental benefits immediately following the maternity leave. If you do not have a waiting period served, you will have to serve one. Parental benefits can be split between both parents if they both work, or one parent can receive all 10 weeks. At GM for the father, parental benefits must be applied within 35 weeks of the birth. Top-up money is being paid, it is like SUB rate.

If I work during my waiting period, e.g. one day, or there's a statutory holiday, can I serve an EI waiting period?

Yes, as long as you are below your maximum allowed EI rate. Also, any earnings earned or paid during the waiting period is deducted dollar-for-dollar off future benefits payable.

If I have my two-week waiting period served and go off sick, or have to serve a seven-day waiting period for S&A benefits, can I receive any monies?

Yes. Because your two-week waiting period has been served, EI will pay EI sick benefits, which is equal to your EI benefit rate minus any earnings received during this period. (You will need doctor's proof or photocopy of S&A papers to prove sickness.)

How many weeks of EI sick benefits can I receive?

You can receive up to 15 weeks, but S&A pays more so only use it if you have to serve a seven-day waiting period for S&A payments to start.

How much can I earn before I have to repay EI?

The amount is \$48,750 for the next five years, unless you are laid off more than 20 weeks during the five-year period starting June 30, 1996.

How much is the repayment rate if above \$48,750?

The ratio is 30 percent of all EI benefits paid above this amount.

Will SUB repay the 30 percent repaid to EI?

No. Any SUB that was paid to you can be kept, but SUB will not reimburse the EI repayment. This is paid to Revenue Canada not EI Commission.

What happens if I'm laid off over 20 weeks in five years?

The amount of money you earn changes from \$48,750 to \$39,000, and the rate of repayment changes to 50 percent until you are laid-off over 40 weeks in five years, and so on, until (if laid off over 120 weeks in five years) you will pay back 100 percent of all EI benefits paid to you above \$39,000.

How many weeks of EI benefits am I entitled to?

The rate of weeks of entitlement varies, determined by where you live and the rate of employment in your area.

How many weeks of work do I need to receive EI benefits?

EI has now changed to hours of work, and the rates are still based on the rate of employment in the area in which you live.

Until next time, I'm only a call away! In-plant *97-8525, out-of-plant on a touch-tone phone by calling 1-800-361-6793, input PIN 8525, then input your phone number.

P.S.: Laid-off date is October 5, 1994 outside seniority. 🍁

Government Pension Increases

By Charlie Peel,
Pension Representative

R Pension
Rep's
REPORT



AS OF JANUARY 1, 1998 THE Federal Government increased most benefits as follows:

- Regular Canada Pension \$744.79 per month at age 65
- Earliest possible CPP at age 60 is \$521.35 per month
- CPP Disability is now \$895.36 per month
- Surviving Spouse Benefit under age 65 is \$410.70 per month
- Surviving Spouse Benefit over age 65 is \$446.87 per month
- Orphan Children, the benefit is \$169.80 per month
- However, there is a drop in the CPP surviving death benefit from \$3,580 down to \$2,500 lump sum payment.

These amounts are only for anyone retiring January 1, 1998 or after, all other people already receiving CPP will receive a 1.9 percent increase on whatever you had been receiving.

Old Age Security (OAS) has gone up 0.2 percent to \$407.15 per month. Remember! When applying for any government benefit you have to ask them to take out income tax.

Document 12 - \$42,500

In January we had 36 retire under Document 12, in February, 32 people and in March 27 people will retire. This has ensured everyone who applied from March 1997 to March 1998 with 30 or more years seniority were accommodated in production. Skilled Trades who applied, in most cases were able to be accommodated, depending on trade.

This will start the new time frame from April 1998 to March 1999 with 1,266 Document 12s left. \$42,500 can go directly into an RSP with a government form called a TD-2 but can only go in your name, not your spouse's. This is a venue to receive the full amount without having to pay any tax but it is taxable at the time of withdrawal. The amount of tax depends on how much you withdraw and your income within the year you withdraw the cash. Usually you have less income when retired, so the taxes will be lower (than if you withdrew cash now). The funds can be withdrawn at any time-you do not have to wait three years, or be a certain age. It is not advisable to withdraw within

the year you last worked because your income would most likely be too high and the taxes would work out against you. The \$42,500 is paid out the month after you retire but your pension is paid out at the beginning of every month.

Income tax time will soon be here, so remember to get your RSP receipt for the \$42,500 retiring allowance from your financial institution where you purchased it, because General Motors will send you a T4A classifying it as earned income.

Surviving Spouse Benefit

When electing the Survivor Spouse Benefit, it is based on the age difference between you and your spouse. This option is mandatory if you retire and are married or are living common-law at time of retirement, providing you are not living separate and apart. Your spouse can waive the option (written consent is necessary.) Once invoked and you retire, the death of your spouse would allow you to put the cost of the option back into your pension. The only other way to cancel the option is with written consent from your spouse on divorce or legal separation (a form will

soon be available from GM for this.) To pay for this benefit your basic pension is reduced to five percent. This reduction is increased or decreased by one-half percent for each year that you and your spouse's age differs by more than five full years. Your spouse benefit will be 60 percent of your reduced basic pension, payable every month after your death for your spouse's lifetime.

Dependent Life Insurance

Thanks to a "positive claim experience" with the dependent group life insurance **Only**, premiums for this insurance will be waived for hourly employees effective January 1, 1998 through June 1, 1998, for coverage months February 1998 through July 1998. The cost for the optional life insurance is still being deducted monthly.

If you need me I'm at the Union Hall every Monday from 1:00 to 4:00 pm; in-plant I can be reached by putting in a request through your supervisor; at *97-1277 or 644-3642; or by pager at 1-800-361-6793, input PIN number 1277, then input your phone number. ♣

Document 12: Pre-Sept. '98 Retirements!

By Bill Mutimer,
Alternate Pension
Representative

R Alternate
Pension
Rep's
REPORT



IT APPEARS THAT ANYONE WHO SELECTED OPTION ONE (RETIRED from April, 1998 to September, 1998) or Option Three (retire from April, 1998 to March, 1999) will have the opportunity to retire **Before September, 1998!**

If you selected Option Two (retire from October, 1998 to March, 1999), you will get more information as we receive it. There is a "possibility" that all those applying to retire from Option Two will have the opportunity to do so. We'll keep you posted.

Canada Pension

CPP have increased the benefit for regular CPP and CP Disability, effective January 1, 1998. I will list these increases along with the amount payable in 1997 to reflect the increase

Continued on page sixteen

Document 12: Pre-September 1998 Retirements!

Alternate Pension Representative's Report — Continued from page 15

	1998	1999	Increase
Regular CPP	\$744.79	\$736.81	\$7.90
Reduced Age 60 (70%)	\$521.35	\$517.77	\$3.58
CP Disability	\$895.36	\$883.10	\$12.26
Survivor Benefit			
Under age 65	\$410.70	\$405.25	\$5.45
Over age 65	\$446.87	\$442.09	\$4.78
Child Benefit			
(Orphan & DCCB)	\$169.80	\$166.63	\$3.27
Death Benefit	\$3,580.00	\$2,500.00	-\$1,080.00

Please note that all of these figures are for anyone who has paid-up contributions. CPP can give you a printout of all the years you contributed, which will tell you if you are paid up. It should also be noted that the reduction for drawing early remains at 0.5 percent per month under the age of 65. If you're currently drawing one of these benefits, you should have seen your increase in your January payment. If you're still on earnings restriction (receiving a special allowance), the limit to earnings is now \$18,400, up from \$18,000. If you need clarification, just call your Pension Rep.

Shop Committee Elections

It's that time again!! Every three years we have the opportunity to elect our Shop Committee and In-Plant Benefit Reps.

Who is running for what will be available by the time you read this. On a personal note, I will be seeking your support for Pension Rep. I know you're probably saying, "Didn't we just have an election for Pension rep in 1996." Yes we did, however, it was in the middle of the three-year term, which ends at the election! I hope I have lived up to my mandate this past year-and-a-half, and that you the membership will have "Nooooo Problem" supporting me in the upcoming election. I want to thank all those who gave me guidance and assistance throughout this past year-and-a-half. I don't want to forget anyone so I won't mention names, but, you know who you are. I have found out that you can never stop learning on this job (Pension Rep) and I hope with your support I can keep on learning and representing this membership.

In closing, there is one member who has already made his intentions known to run for Plant Chairperson, and that is Tom Hoar.

Until next time, don't forget to get out and vote!! Your vote counts. The people you vote for in this election will be the ones representing you at negotiations. Please make every effort to mark your ballots!!! I want to close by saying this past year-and-a-half have been most gratifying and I hope you will continue supporting me as your next Pension Rep. 🌸

Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

R General Motors
ETIREES



By *Charlie Peel, Pension Representative and Bill Mutimer, Alternate Pension Representative*

Name	Dept.	Years of Service	Retirement Date
Ernest R. Abrams	49C	26.6	Feb. 1998
Leontine Albert	30	13.3	Feb. 1998
David T. Astle	44C	33.1	Feb. 1998
W. Tom Baglone	88	34.4	Feb. 1998
Alexander A. Bayus	92	18.8	Feb. 1998
Douglas D. Bedore	69A	22.8	Feb. 1998
Brian S. Blagg	50	26.7	Feb. 1998
Murray A. Bull	44F	33.3	Feb. 1998
Robert W. Carter	44A	33.5	Feb. 1998
John I. Drimmie	61	21.0	Dec. 1997
Domi Duarte	94	17.5	Feb. 1998
Michael Fazekas	53A	32.9	Dec. 1997
Miro Fedeles	69A	11.5	Jan. 1998
Steve J. Ferenc	49C	35.5	Feb. 1998
Jean R. Geneau	61	17.4	Feb. 1998
Donald G. Gravelle	50	33.1	Feb. 1998
James E. Haggerty	68C	33.2	Feb. 1998
I.R. Pete Hance	90	34.8	Feb. 1998
Lorn Hodgins	49P	20.0	Feb. 1998
Norman W. Hunt	48C	32.7	July 1997
Anton Jozic	49	33.2	Feb. 1998
Fredrick A. Knox	4C	33.0	Feb. 1998
David F. McCann	49	32.9	Feb. 1998
Douglas J. McNabb	68B	34.2	Feb. 1998
Sylvia A. Meek	30	11.6	Jan. 1998
Anthony Musar	93	17.5	Feb. 1998
John A. Needham	49P	16.7	Feb. 1998
John Owen	38	17.1	Feb. 1998

Name	Dept.	Years of Service	Retirement Date
Ruth H. Podmore	49	3.5	Feb. 1998
Charles Polimis	65	38.6	Feb. 1998
Paul W. Pressick	68C	33.3	Feb. 1998
John R. Richardson	48A	33.4	Jan. 1998
Lawrence E. Riddell	27	33.2	Feb. 1998
Ulrich Rimkus	26	32.9	Feb. 1998
Milan Ritonja	8	33.2	Feb. 1998
Arnold Ritz	44A	33.4	Feb. 1998
Ronald F. Sawyer	69B	33.1	Feb. 1998
Thomas G. Sawyer	48C	37.1	July 1997
Gordon M. Sheppard	92	19.3	Jan. 1998
Donald W. Shepstone	30	33.6	Jan. 1998
Walter J. Smith	68B	33.3	Feb. 1998
Reinhard Stender	48C	40.0	July 1997
Ronald M. Stewart	94	34.4	Feb. 1998
Alvin E. Tully	52	34.2	Feb. 1998
Anthony T. Vella	11	24.1	July 1997
William L. Whyte	49A	17.7	Feb. 1998
Donald E. Wilcox	50	33.2	Feb. 1998
Donald E. Wilson	44B	32.9	Feb. 1998
Wayne B. Wilson	68C	32.3	Feb. 1998

Supporting Charities And Community Organizations

By Dean Lindsay,
Service Representative and Recording Secretary,
Executive Board

R Recording
Secretary's
REPORT



SINCE I HAVE BEEN ELECTED Executive Board Recording Secretary, I have sent many letters on behalf of the Local, attaching donations that have been passed by the Executive Board and the Membership.

If you are unable to attend every General Membership meeting, which I know is impossible for those on shift work, you would not be aware of the contributions that are made to the various charities and organizations surrounding the Oshawa and Peterborough regions. These organizations are in great need of support now more than ever, in Mike Harris' Ontario.

What has been suggested, is we should publish in *The Oshaworker* every month the list of previous donations from the General Membership meetings, so that every member of Local 222 knows where their dues dollars are going and to who?

I think this would be another way it which to keep our Membership informed of the activities of the Executive Board.

Until that procedure is set up, I can provide this information to anyone interested, just contact me at the Hall.

Service Representative Report

When the Workers' Compensation Act was changed under Bill 99, along with the name change to the Workplace Safety and Insurance Board, there was also a change to the various areas that handled claims.

Previously the Board was divided by regions, such as Central Ontario East, which handled all claims from General Motors and Toronto East which handled claims from the former Scarborough Van Plant and several of our feeder plants.

Now the Workplace Safety and Insurance Board is divided by sectors.

I have made a list of each of our Units within Local 222 and listed the Sector that will be handling claims from those workplaces.

When calling the Board to find out about a claim use this list and ask for the appropriate Sector.

Unit
AVPEX International
Center Manufacturing
Columbus McKinnon Ltd.
General Motors
Kerr Industries
Lear Corporation
Mackie Automotive Systems
Cliff Mills Motors Ltd.
Ontario Guard Services.
Oshawa Transit
Peregrine Inc.
PPG Canada Inc.
St. Marys Cement Company
A.G. Simpson Co. Ltd.
Whitby Transit
Woodbridge Foam Corp.

Elsewhere in this issue of *The Oshaworker*, I submitted the text of "Critical Times," which tells the real truth on how Bill 99 was introduced by the Tories and how it is going to effect you, also there should be a copy of a pamphlet put out by the WSIB, in this issue, explaining the times limits to appeal which I out-lined in my last article.

Please read this important information and beginning next month I will go through the New Act section by section.

Be warned it's not going to be pretty.

Request For Doctor's Notes

Thank you to everyone who called or e-mailed regarding my articles about GM and Mackies requesting duplicate medical notes even if you have provided an S&A form.

It seems every area has a problem with this and mainly the Car Plant in GM., is where the discipline is more frequent. I have advised those who have called how the situation should be handled. Tell the Supervisor if he/she requires confirmation that you filed for S&A and you do not want them to have a copy of your form, they can call over to Abilities Management Dept. (AMU), and the Company Rep. there can verify that a form was returned signed by a Doctor.

The AMU should not give any further details of the nature of your absence and that should be more than enough to comply with the Collective Agreement, damn their policy!

Sector
Automotive
Automotive
Manufacturing
Automotive
Manufacturing
Automotive
Automotive
Services
Services
Transportation
Automotive
Manufacturing
Manufacturing
Automotive
Transportation
Chemical

As I stated before, this must be challenged by everyone if we are to get these Corporations to back off.

I have not yet received a reply to my letter to the Minister of Health, on this issue but when I do I will report in *The Oshaworker*.

Upcoming

At the GM unit meeting of January 16, 1998, I moved the following motion; "I move that for the GM Shop Committee and Benefits Representative elections there be no election literature distributed on the day of the election and further that no election slates be distributed at the polling stations day of the election." This motion if passed would be enforced along with the rules as set out in the guide for Local Union Elections.

The reason I moved this motion was in answer to the many many members who are fed up with having to run a gauntlet when they arrive at work on the day of the Election.

Brother Tony Leah said it best when he spoke in favor of the motion at the meeting, he said all Municipal, Provincial and Federal elections comply with this rule and it is long overdue in our Local Union elections.

I feel that we could even get a larger turn-out of voters if people weren't intimidated by rows of elected Reps standing beside the polling stations.

Well I am saddened to report that the motion, was **Defeated**. I have always respected the democratic process, but I still feel this is the way this Local should be headed, I must say though, I was a little disappointed by the Speakers who rose in opposition?

As always if you wish to speak to me regarding any matter, I am available at the Union Hall everyday or e-mail me at <deancaw@idirect.com>.

I have been getting many e-mails and I have replied to each one. On that note, Local 222 now has a home web page operational, the address is <<http://web.idirect.com/~caw>>. Visit us and tell your friends.

Until next issue. ✨

WCB Becomes WSIB

By Terry Spence and Garry Murphy,
Service Representatives

R Service
Reps'
REPORT



YOU'VE PROBABLY BEEN READING about the effects of Bill 99 on your WCB claim.

WCB is now known as Workplace Safety and Insurance Board (WSIB).

Appeal Time Limits

- A 30-day time limit on appealing a Board decision on or after January 1, 1998.
- A six-month time limit on appealing any other Board decision made on or after January 1, 1998.
- A 30-day time limit on appealing any Board decision around Return to Work or Labour Market Re-entry plans made prior to January 1, 1998 that will apply starting from January 1, 1998.
- A six-month time limit on appealing any other Board decision made prior to January 1, 1998 that will apply starting from January 1, 1998.
- For Decisions Made On Or After January 1, 1998 30-day time limit
- The 30-day time limit applies to decisions on Return to Work or Labour Market Re-entry Plans made on or after January 1, 1998.
- If the Board makes a decision you don't agree with, you'll be advised in the decision letter about the time limit and procedures for appealing the decision. If you wish to appeal such a decision, you must notify the Board in writing at 200 Front Street West, Toronto, Ontario, M5V 3J1, within 30 days of the date of the decision.
- If you want to proceed immediately, you'll receive access to your file and an objection form. When the completed objection is received, the Board will proceed with the appeal in the usual manner.
- If you don't want to proceed immediately, you'll receive a letter saying that the statutory time limit has been met and asking you to confirm when you wish to proceed.

Six-Month Time Limit

- The six-month time limit on appeals applies to all Board decisions made on or after January 1, 1998.
- If the Board makes a decision you don't agree with, you'll be advised in the

decision letter about the time limit and procedures for appealing the decision. If you wish to appeal such a decision you must notify the Board in writing at 200 Front Street, Toronto, Ontario, M5V 3J1, within six months of the date of the decision.

- If you want to proceed immediately, you'll receive access to your file and an objection form. Once the Board receives your completed objective form, it will proceed with the appeal in the usual manner.
- If you don't want to proceed immediately, you'll receive a letter saying that the statutory time limit has been met and asking you to confirm when you plan to proceed.

For Decisions Made Before January 1, 1998 — Retroactive Time Limits

30-Day Time Limit

Under the new legislation, the six-month time limit applies to any Board decision concerning Return to Work or Labour Market Re-entry plans made before January 1, 1998 that a client wants to appeal. The 30-day window for these appeals runs from January 1, 1998 to January 31, 1998.

Six-Month Time Limit

Under the new legislation, the six-month time limit on appeals applies to any other decisions made before January 1, 1998 that a client may want to appeal. The six-month window for appeals of decisions made prior to January 1, 1998 is between January 1, 1998 and June 30, 1998.

For either 30-day or six-month Appeals:

- If you want to appeal a decision made prior to January 1, 1998, you must notify the Board in writing at 200 Front Street, Toronto, Ontario, M5V 3J1.
- If you want to proceed immediately, you'll receive access to your file and an objection form. When the completed objection is received, the Board will proceed with the appeal in the usual manner.
- If you don't want to proceed immediately, you'll receive a letter explaining that the statutory time limit has been met and asking you to confirm when you want to proceed.

Extending The Time Limits

If it is not possible to reconsider the decision, and the case has been brought forward for review after the expiry of the statutory time limit, the Board has the authority to extend the time limit in appropriate cases. Extensions will be granted where exceptional personal circumstances have made it impossible for the person to appeal within the time limits. Such circumstances could include things like serious health problems experienced by the individual or his or her immediate family, or the individual leaving the province or country due to the ill health or death of a family member.

Time limits are just part of the effect Bill 99 will have on injured workers. We will continue to write and advise in future articles. 🍁

NOTICE

HOSPITALIZED OR SICK?

**For visiting purposes only at Oshawa General Hospital
please come in person or call:
Phone 723-1187 (CAW Hall)
or 728-8600 (Retirees Centre).**

**This applies to both
active and retired members of Local 222.**

Local 222 CAW Retired Workers' Centre

Treatment Of Root Canals

By Don Thompson and Doug Crough,
Alternate Service Representatives

OUR NATIONAL REPRESENTATIVE SYM GILL NOW has an agreement with General Motors that the difference between the cost of your original root canal (customary cost) compared to the root canal (customary cost) at present will be paid through Metropolitan Life. Any claims that were on hold until such agreement was final will automatically be paid, you need not re-submit.

Many of our members have had dental work performed and could not understand why the entire dental claim was not covered. After looking at such claims we explained that some work was performed by the dentist that was not a covered benefit. We strongly advise all our members to get a pre-determination of benefits, which reads as follows in our contract:

If a course of treatment can reasonably be expected to involve Covered Dental Expenses of \$200 or more, a description of the procedures to be performed and an estimate of the dentist's charges must be filed with the Carrier prior to the commencement of the course of treatment.

The Carrier will notify the employee and the dentist of the benefits certified as payable based upon such course of treatment. In determining the amount of benefits payable, consideration will be given to alternate procedures, services, or

Alternate
R Service
Reps'
REPORT



courses of treatment that may be performed for the dental condition concerned in order to accomplish the desired result. The amount included as certified dental expenses will be the appropriate amount as provided in subsections (d) and (e) herein, determined in accordance with the limitations set forth in subsection (g) herein.

If a description of the procedures to be performed and an estimate of the dentist's charges are not submitted in advance, the Carrier reserves the right to make a determination of benefits payable taking into account alternate procedures, services, or courses of treatment, based on accepted standards of dental practice. To the extent verification of Covered Dental Expenses cannot reasonably be made by the Carrier, the benefits for the course of treatment may be for a lesser amount than would otherwise have been payable.

This pre-determination requirement will not apply to courses of treatment under \$200 or to emergency treatment, routine oral examinations, x-rays, prophylaxis, and fluoride treatments. ✱

Vision Care Update

By Dave Thompson and Mike Leveque,
Insurance Representatives

THE FOLLOWING MEMORANDUM of Understanding on Vision Care came about because of problems we found in the plan that were not being correctly administered.

We met with the National and the Company, the following information is the established procedure.

The Flat Fee Vision Program shall be recognized as a Coverage Spending account, where individuals have a fixed dollar amount to spend towards their choice of corrective eyewear. The amount available may be used over a 24-month period. The initial 24-month period begins from the date when the individual last incurred an allowable claim for lenses and frames or contact lenses.

The flat dollar amount in the 24-month period for each individual's spending account is dependent on the individual's medical need (i.e. single vision lens, bi-focal lens or multi-focal lens) or choice of eyewear (i.e. glasses and frames or con-

tact lenses) at the point of the individual's first claim within the 24-month period.

Individuals may use their Spending account towards the costs incurred in the purchase or repair of the corrective eyewear from the provider of their choice. Limitations and exclusions under this program are outlined under Article II, Section 3(f) and (g) of Exhibit G-1, The General Motors Canadian Health care Insurance Program for Hourly-Rate Employees.

Questions And Answers

A subscriber gets glasses for single vision lenses. Of the \$130 in their spending account, they use \$100. Within the 24-month period, the subscriber is now diagnosed as requiring bi-focal lenses. What amount does the subscriber have to spend on bi-focal lenses?

As the subscriber is still within the 24-

month period of their initial prescription, the subscriber has \$30 to spend on the bi-focal lenses (\$130 of their original account less \$100 spent on the first glasses).

How many claims may I submit within the 24-month period?

You may submit as many claims as wanted, until your spending account maximum is reached.

A subscriber gets glasses (lenses and frames) for single vision lens. Of the \$130 in their spending account, they use the full \$130. Within the 24-month period, the subscriber now purchases contact lenses? Does the subscriber have any money left to spend on contact lenses?

Yes. As contact lenses are allowed a spending account of \$170, the subscriber would be allowed \$40 to spend towards the contact lenses. (Contact lenses maximum of \$170 less \$130 already spent).

If more than one claim is submitted

Continued on page twenty

Insurance
R Reps'
REPORT



Give Credit Where Credit's Due!

By Jeff Lott,
Alternate Insurance Representative
and Ergonomics Representative

Alternate
R Insurance
Rep's
REPORT



THREE YEARS AGO, YOU THE membership elected me as your Alternate Insurance Representative. I replaced Dave Thompson or Mike Leveque whenever John Kovacs, our past-President, was aware of their absence. October 1996, a good friend, Bob Lawson, your Ergonomic Representative from 1990, passed away, leaving his position open. This was not an elected position but appointed, and as of February 1997 I was asked if I would fill Bob's position, which I accepted with pride and honour.

In July 1997 Mike Leveque was out of the plant with chest pains plus he put in for retirement effective April 1998. Mike has put in a lot of time in our Union and I wish him a long and enjoyable retirement. From July 1997 to Jan. 1998 Gord Dennis has been doing the Insurance job replacing Mike and I must give praise where praise is due. Gord Dennis as Insurance Representative did an excellent job for the membership. If Gord did not have the answer right away he would get the information needed and always reported back to that brother or sister. He keeps an open mind and takes into consideration the feelings of others as I'm sure those he serviced noticed. Once again I thank you Gord as I'm sure the membership does. You are sincere in your interest and endeavours so be patient, your rewards will surely come.

PDA Workshop

The last week of January I attended (after the Oshaworker deadline) as your Ergonomics Rep a Physical Demand Analysis Program held in London, Ont. The

course was put on by Taylor'd Ergonomics Incorporated. The workshop featured:

1. The "5 W's" of PDA.
2. Tools to measure force, posture, and repetition.
3. Discriminate essential and non-essential duties.
4. Measure and document workstation parameters.
5. Describe environmental demands.

Those benefiting from this course include health & safety professionals, claims managers, job placement co-ordinators, ergonomists, occupational health nurses: anyone involved in disability, return-to-work and rehabilitation. The course will allow me to complete and validate my own two-page report that summarizes physical job requirements, which shall benefit us all.

Hand & Wrist Disorders

Upper extremity injury and damage can occur from a variety of conditions:

- vibrating tools and equipment
- repetitive twisting hand movements
- jobs which require your hand and wrist to exert force in an awkward position
- excessive pressure on parts of the hand and wrists
- exertion in combination with any of these conditions.

The disability is caused by repetitive activity over a long period of time rather than as a result of a simple injury or short-term activity. For this reason these disorders are sometimes referred to as repetitive trauma or cumulative trauma.

Carpal Tunnel Syndrome is associated

with a bent or twisted wrist, especially under force. Repeated use of a tool with the wrist in extreme positions will cause inflammation and swelling of the tissues passing through the carpal tunnel and compression of the median nerve. The resulting restriction in muscle activity and accompanying tingling, numbness and pain are called Carpal Tunnel Syndrome.

An essential part of the treatment and prevention of this repetitive trauma condition is elimination of the movements causing the problem. This can often be achieved by redesigning the tool or activity.

Trigger Finger

If the pistol grip on a hand tool is too wide, the operator cannot grasp the tool firmly. This forces the operator to use their index finger instead of their middle finger to activate the tool. Overuse of the finger in this fashion can lead to the development of a nodule in the flexor tendon that catches on the sheath.

An essential part of the treatment and prevention of this repetitive trauma condition is elimination of the movements causing the problem. This can often be achieved by redesigning the tool or activity.

Tendinitis is associated with repetitive motions. Inflammation of the tendon itself is known as tendinitis. It may occur in the substance of the tendon or at the junctions with the bone or muscle. A common example is tennis elbow. The symptoms are pain, swelling, tenderness and redness of the hand,

Continued on page twenty-one

Vision Care Update

Insurance Representatives' Report — Continued from page 19

within the 24-month period, from which point does the 24-month period run—from the first claim or the second claim?

The 24-month period would begin with the first claim allowed in that period.

What is the allowance for frames?

There is no specific allowance for frames. A subscriber may use their entire spending account amount to purchase frames. Therefore, with the submission of any "frames only" claim, information will have to be provided as to the type of

lens (i.e. bifocal) for which the frames are purchased, in order to establish the spending account amount allowed.

Does the establishment of this spending account trigger a new 24-month period or is my time still 24 months from the point when I last purchased lenses and frames or contacts?

If you have not yet submitted a claim under the flat fee vision program, your 24 month period begins from the last time you submitted a claim for (1) a full set of

lenses and frames or (2) a pair of contact lenses. A claim for a single contact lens or a frame without lenses for the frame or lenses but not frames for the lenses would not have been considered to start your initial 24-month period under the flat fee vision program. If you have submitted a claim under the flat fee vision program, your 24 month period began with the first claim received. In addition, you have established your spending account amount with that initial claim. ♣

Heart Breaking Experience

By Paul Goggan,
CAW Certified Health & Safety Rep
Car Body/Hardware/Paint Production & Skilled Trades

R Health
& Safety
REPORT



MY DOCTOR TELLS ME THAT I experienced a heart attack on Friday, January 2, 1998. After badging in, I started driving my cart around the Body Building and it was then that I started experiencing mild chest pain. I went to my office, where I felt that if I could just throw up, everything would be fine. At approximately 9:30 a.m. the pain got worse and I went down to the medical centre to see the Nurse. I explained my problem and she gave me some Divol for an upset stomach and took my temperature. The GM Nurse informed me that I had the flu.

On Saturday, January 3, 1998 I got up for work and was feeling fine. However, by around 10 a.m. I went to the Body Medical Centre and was told by a different Nurse that the pain in my chest from Friday had nothing to do with the flu and that I should have gone to the hospital and had an EKG done. She really questioned what the Nurse had done for me that I had seen on Friday. I was still feeling so lousy that the Nurse offered to send me up to the hospital, but I was not experiencing any chest pain at that time, so I did not go. Before leaving, I promised her that if I experienced any chest pain I would go to the hospital. The Nurse took my blood pressure, gave me some Divol and I left.

After shift on Saturday, I went to one of the medical walk-in clinics to see a doctor. The Nurse took down all the information

and then I got to see the Doctor. The Doctor never examined me, but confirmed what the GM Nurse had told me on Friday, that I had the flu. The Doctor told me to buy some Neo Citran and that I would continue to feel lousy for four to five more days.

On Sunday, January 4, 1998 I reported to work. At the beginning of the shift I was not feeling all that bad. After about four hours I started experiencing shortness of breath. It felt like I would not be able to take a deep breath if I had to. I started remembering what the Nurse on Saturday had told me. I decided to take her advice and go to the hospital.

At the hospital, as I sat in the waiting room watching a very sick little girl with the flu and after listening to her mother, I think that was the first time I knew that I didn't have the flu.

Once the Whitby Hospital Doctors and Nurses started working on me, it did not take them very long to discover that I didn't have the flu either. They told me that I was having problems with my heart. Things soon got worse and after several hours of the hospital staff working on me I was shipped to Markham Stouffville Hospital by ambulance. I spent the next two days in the Intensive Care Unit and four more days in a regular ward.

It was after all the tests were done that my Heart Specialist Doctor told me that I had the heart attack on Friday, January 2, 1998 and not on Sunday, Janu-

ary 4, 1998 as everyone believed.

I believe that going to the GM Medical Centre on Friday to see that incompetent GM Nurse and on Saturday to see that incompetent outside Doctor could have killed me. I also firmly believe that if I had not talked to the Nurse at the Body Medical Centre on Saturday that I may not have been around to write this story today. I would tell you her name, but at the time of writing this article, I honestly don't know. I will find out her name soon.

You may be asking yourself why did I go to work at all during those three days? The truth is, they told me it was the flu, and I felt no better at home than at work. If I was not at work I was sleeping most of the time. I felt OK to go to work each morning, so why stay home.

The names of the incompetent GM Nurse and outside Doctor are being withheld pending legal advice. I refuse to simply file for WCB: You see, if you file WCB, you cannot take any legal action.

If everything goes well, I should be returning to work in early February. At this time I would sincerely like to thank all the Brothers & Sisters in the Plant, CAW Local 222 Reps and Staff, and the CAW National Staff, and believe it or not some GM management who phoned Doreen or myself, and a special thanks to all the people for the get-well cards and gifts, it really means a lot to us.

Thank You. 🍀

Give Credit Where Credit's Due!

Alternate Insurance Representatives' Report — Continued from page 20

wrist and/or forearm. Often the use of the hands and fingers becomes greatly reduced.

Tendinitis can be effectively treated through rest, perhaps in combination with heat and use of a splint, but only if the cause is also eliminated.

Tenosynovitis

Tendons are connective tissues which attach the muscle to the bones. Tendon sheaths serve as lubricating guides, any inflammation of this area is known as tenosynovitis. The ten-

dons most commonly involved are those on the back of the wrist. The symptoms are the same as for tendinitis.

White Finger

Vibration White Finger and/or Raynaud's Syndrome is associated with the use of severely vibrating tools. The symptoms of vibration white finger is a tingling numbness of the fingers and fingertips, along with a blanching of the fingers, hence the name White Finger. Upon exposure to cold, the syn-

drome becomes worse, possibly affecting both hands. Primary Raynaud's Syndrome has basically the same symptoms as Vibration White Finger although it is not preceded by the use of vibrating tools, it affects five percent to 10 percent of the population, in most cases, females.

There is no effective treatment, the need for early diagnosis is important in corrective action. If the exposure stops, the condition may improve if the worker is young and healthy.

Until next time. 🍀

Wake Up Call For Chassis Workers!

By Tim Munro,
Health & Safety Rep, Districts #5, #6, #10 & #12

WHILE THE MAJORITY OF workers in Plant #1 were on lay-off status following the Christmas holidays, there were a number of people who were required to report for work on the day shift that week. UR, group leaders and marriage operators from both shifts were called in by their supervisors for the January safety talk.

Unlike the safety talks that we've recognized in the past, this one covered a second issue totally unrelated to safety. Under the heading "Monthly Safety Talks" was the issue of "on-time arrival." Supervisors were instructing employees to keep current on severe weather conditions and were told to leave for work earlier than usual, if need be, in order to arrive at work in time for start up. They were then asked to sign their names as acknowledgment that they received and understood the talk.

It was first brought to the attention of the District #5 committeeperson who addressed the issue with the superintendent whose name appeared on the same page. The superintendent quickly denied any knowledge or involvement and assured the District committeeperson that he would have it stopped. Issue resolved, right? Wrong!

When the full complement of workers returned from lay-off the following week it was brought to my attention that they too were given the two-part safety talk. Obviously this superintendent gives his word quite lightly, as the District 5 Committeeperson had to entertain the issue once again. The Union's position is that this issue does not fall under the safety program. I received a copy of the "safety talk" complete with signatures and I intend to table it at the January Joint Health & Safety Committee meeting after the Oshaworker deadline. I will be seeking a recommendation from the committee to repeal all non-safety-related items from the monthly talks. Had the employees been instructed to take due care while travelling to work in severe weather, placing caution before timeliness to ensure our safe arrival to work, the safety talk program may have been found to be the acceptable forum for the topic to be discussed. Our neighbours in the eastern region of the province recently suffered a torrential ice storm, paralyzing their cities for days and carrying repercussions for weeks to come. These extreme circumstances could have been just as likely to have impacted any of our own municipalities. I believe we are not in need of

R Health & Safety REPORT



GM's conscience to be our guide. One can only get up so early.

When in doubt, lock it out

We often take electricity for granted as a consistent, reliable source for tools and equipment while performing a wide variety of operations throughout the plant, but it must always be respected as a potential source of danger if it is used negligently. In mid-January an outside contract tradesperson was working with an extended scissor lift, feeding new wire up a column by the Plant #1 engine line, when his finger came in contact with a wire carrying a live current of 600 volts. The worker fell backwards into a toolbox that was stored within the lift, injuring his back. Although his finger suffered no burns, the secondary injury could have been critical or even possibly fatal had the circumstances allowed him to clear the fall envelope of the lift.

After conducting an investigation, which included an interview with the injured employee, it was discovered that the safe lock-out procedure (shutting off the power source and placing a lock on the box) had not been carried out by the worker. Tradespeople are required to work in a number of different areas on a daily basis, giving them very little time to become familiar with their assigned work areas. Three stages of electrical contact can begin with a mild shock that can start with a "jolt" and lead up to muscle contractions. A more severe second stage makes breathing difficult, risking possible respiratory arrest. A third stage with an increasing current causes the heart to stop pumping, increasing the probability of a fatality.

As any tradesperson well knows, any one of these stages can happen at any time and not in any given order. The importance to lock out power before working on or near electrical sources cannot be understated. Any worker's best tool is knowledge. And it may be our only insurance that we don't fall victim to oversight.

In closing I'd like to wish Brother Paul Goggan a speedy recovery and hope that he is soon well enough to join us again on the safety committee.

Until next time, play it safe! ♦



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Safety Concern Resolution Process

By Bob Thompson,
Certified CAW Health and Safety Representative –
Truck Plant Third Shift

IN THIS ARTICLE, I HAVE DECIDED to write more about the Safety Concern Resolution Process. In order to resolve Safety Concerns we must go through the procedures as laid out under the Occupational Health and Safety Act and the Master Agreement. This keeps the focus on the Safety Concern.

In a previous article I discussed Section 28 (Duty of Worker), to advise your supervisor of your Safety Concern. In this article I want to discuss what your supervisor must do after you advise him of your Safety Concern.

- 1) Once you have raised a Safety Concern with your supervisor, he should endeavor to resolve your safety concern by the end of the shift.
- 2) If the supervisor believes it is not a Safety Concern or he has resolved the Safety Concern, and if you wish to discuss the issue with your Union Safety Representative, the supervisor must place a call at your request.
- 3) If the concern is unresolved at the end of the shift, the supervisor should

file an "As Concerns Safety Profile" on the plant computer system. You should be given a copy of your "As Concerns Safety Profile" and when you receive the copy of the Safety Profile this lets you know that the supervisor is following the procedure. At this point, involvement of the Union happens as copies of the concern go automatically on the system, to all the Union Health and Safety Representatives.

- 4) The "As Concerns Safety Profile" should remain open until it is resolved and you buy-off on the matter or it is referred to the next stage (The Joint Health and Safety Committee).

If your supervisor is not complying with this procedure give me a call or page me.

Parking Lots

It was reported by the company at the Master Health and Safety Meeting in October, that it was going to take one month to complete the lighting project in the East parking lot. Construction of the pedestrian bridge over Stevenson Road has

R Health & Safety REPORT



started and the company is saying that it should be completed sometime in March.

Last year there were eight compensable injuries as a result of slips and falls with the ice and snow conditions in the Truck Plant parking lots. Maintenance of the parking has been negotiated and the letter says, "Snow will be plowed from the parking lots and pathways as soon as is practicable after a snowfall and when necessary sand will be applied."

As a Union, we will be monitoring the parking lots to insure that management is living up to what has been negotiated. The pedestrian bridge over Stevenson Road will help alleviate congestion in the east parking lots. This along with improved lighting should help make the parking lots safer.

Until next time, if you have any Health and Safety issues, my phone number in-plant is 3996, my pager number is *97-5659, to reach my pager from outside GM, call 1-800-361-6793, then input pager PIN number 5659, then input your phone number. ♣

Millwrights Extremely Lucky

By Chris White, Skilled Trades Health and Safety Representative
Maintenance, Tooling and Construction
GM and Peregrine, Oshawa Wide

ON DECEMBER 31, 1997 FOUR MILLWRIGHTS WERE installing 6" I-beams to support electrical bus duct at a GM plant in Wilmington. The millwrights had determined there was not enough clearance between the I-beam being installed and the top of an existing 480 volt bus duct. A decision was made to lower the bus duct approximately one to one-and-a-half inches by removing several of the support bracing rods. When this failed to give them the required clearance they decided to remove the sheet metal covers from the splice joint, believing this would give them additional clearance.

Did Not Have Bus Duct Tested

The millwrights assumed the bus duct was not energized because a nearby bus plug had conduit cut away with a "De-energized" tag hanging from the bus plug. With the false belief that the 91 bus duct was de-energized, one millwright proceeded to remove the sheet metal covers from around the energized 480 volt copper bus bars. After the covers were

removed, one millwright attempted to pry down the top flange of the bus duct, to gain the clearance required, with his 11-inch screwdriver. At some point the screwdriver came in contact with the top phase bus bar and shorted it to the metal casing. This action caused the main breaker feeding the bus duct to trip.

How Lucky Can You Get?

Even though the millwrights were standing very close to the exposed bus bars and eventually their screwdriver came in contact with the live bus, the report stated "This action caused a loud pop and minor explosion that blew away from him and caused the main breaker to trip open."

The GM electrician who repaired the bus duct found the screwdriver welded to the bus bar and the metal casing.

Continued on page twenty-four

R Health & Safety REPORT



Injured Workers: Your Days Are Numbered Under Bill 99

UNDER BILL 99 YOU LOSE THE right to appeal Workers' Compensation Board (WCB, now known as WSIB, Workplace Safety and Insurance Board) decisions if you don't act in time.

Starting January 1, 1998, injured workers and employers will have 30 days to appeal decisions on return-to-work or vocational rehabilitation issues. (As of January 1 vocational rehabilitation plans will be known as Labour Market Re-entry Plans.) You will have six months to appeal other issues.

After the time limit expires, there will be no more right to appeal. You will be left at the mercy of the WSIB (WCB) or the Workers' Compensation Appeals Tribunal (the WCAT) to allow a "late" appeal.

By June 30 you lose the right to appeal the decisions made before 1998 by the WCB about your claim. For some appeals, the time may have run out January 30.

If possible, get advice or representation. Community legal clinics, unions, and Worker Advisers are already flooded with injured workers in need of help. Since the government is responsible for the new

law, call your Member of Provincial Parliament (MPP).

Some MPPs will help you with your case. You might also call to demand more services for injured workers.

If you think there are grounds to disagree with any decision the WCB ever made, act now.

The Committee reviewing Bill 99 went on the road over the summer to hold brief public hearings. Government members of the Committee showed total disregard for any opinion differing from their own. Despite this, injured workers made their presence felt.

Together with organized labour, injured workers' groups marched to the hearings in Sudbury with black, helium-filled balloons and bouquets of bullrushes. In Windsor, the Committee chair was presented with bloodstained work gloves. In London, injured workers brought black spray-painted flowers. Large band-aids with "Bill of Death" written on them were given out in Cambridge. In Thunder Bay, the Committee was treated to a play showing the effect of Bill 99 on injured workers and their families.

In Kingston, on the last day of hearings, injured workers took over the hearings and presented the Committee with a resolution which stated, in short:

The overwhelming majority of workers have testified that Bill 99 attacks injured workers in the name of profits... the government members of the Committee have no intention of taking into account the concerns of injured workers and their advocates... the participants of the Kingston public hearings call on organized labour, the injured worker movement, and progressive organizations to fight against the concepts in Bill 99 and to build support within their communities for a just compensation system and safe and healthy workplaces.

The Committee returned to Toronto for the clause-by-clause hearings. The Committee only got to page 18 of more than 200 pages of amendments before the hearings ended. At the last session, injured workers took over the hearings and presented their own resolution. (You didn't see that on the six o'clock news!)

Injured workers took over the public
Continued on page twenty-five

Millwrights Extremely Lucky

Health And Safety Report — Continued from page 23

Lack Of Training

I don't know what kind of training the tradespeople receive in GM Wilmington but I know in Oshawa only electricians would remove covers from bus ducts and then only after the proper lock-out and test, permit procedures and guarantees and been followed.

Not So Lucky

In another recently reported accident a worker was killed while troubleshooting an electrical problem within a combination starter on an air handling system. An Ontario Ministry of Labour investigation found that the worker who received a shock from a 575 volt service panel while attempting to diagnose an energized system and fell approximately eight feet. The investigation also found the worker was using an aluminium ladder, not tied off, and standing in a wet area. The worker was not an electrician certified under the Trades Qualification Act to do electrical work, nor did the worker have the equivalent qualifications by training or experience.

Demarcation And Safety

We must continue to fight corporations like GM when

they push for multi-skilling, not only to protect the integrity of our trades, but to protect our safety as well.

Pipefitter Killed

Just prior to the deadline for this issue of *The Oshaworker* I received the following information regarding a fatality at the GM plant in Lansing, Michigan. The details are sketchy; I will give a fuller report of this accident in the next issue.

A pipefitter was installing a run of copper pipe to supply a drinking fountain. He was working a scissor lift approximately 15 feet from the floor in close proximity of a power and free door conveyor. He was working during the plants normal lunch break. When the break was over, production started the conveyor and a carrier crushed the pipefitter's head between a channel and an electrical panel. This is all the information I have at the time of writing.

Remember to **Lock-Out!**

You can reach me at phone 644-3644 or pager *97-3644

Paul Goggan

I would like to take this opportunity to wish Paul a speedy recovery from his recent illness. I know Paul is a fighter and will soon be back to take on new challenges — good luck, Paul. ♣

Candlelight Vigil

By Christian Timmermans,
Recording Secretary, Human Rights Committee

DECEMBER 6TH, 1997 WAS THE eighth anniversary of the murder of the 14 women at the École Polytechnique in Montreal. The only reason why they were murdered was because they were women. As he moved down the hallways he shot, killing only the women he saw. As he hunted he shouted that he hated women. December 6th is not only a time to mourn the loss but a time to be aware of the violence, and to ask why, and a time to say no. It's hard to fathom how any man can abuse, rape and even kill our partners on this planet earth but they happen all too often. The statistics are staggering and overwhelms this person. One in four women have been physically or sexually assaulted by their partners, of all assaults, half were life-threatening or with use of weapons. Of these 90 percent are not reported. We must understand why these statistics are true. To me and our committee it's shameful that our sisters are treated this way.

In the working world women can be

hired for far less money than males, thus depriving them of equality. Even our own backyard is not without shame. How many Plant Chairs, Committeepersons, even our Bargaining Unit have women on board, and this coming from a Union who has sworn equality for women. It is with this attitude that some of my gender feel that they have the right to boss, harass and, all too frequently in our society, maim and murder our sisters. Fortunately, we live in Canada and not the United States where there is no gun control. At the CAW Council Meeting there was opposition to the debate on gun control, while women were for, generally men were against, but in the end the CAW Council understood the fears and concerns of the women and decided to vote in favour of gun control.

It is high time that in our society we males say enough is enough. We must no longer stand for this injustice and violence in our communities and workplace.

Human
Rights
Committee
R E P O R T



No longer should our sisters stand alone. Rather, let's be by their side and offer them help when this does occur. There must be support mechanisms in place such as women's shelters and transition houses for women to seek shelter and safety. The Harris government is closing many of these agencies and we must fight against this appalling action. But if we are to change in our workplace, let's make sure we support the hard work of the Women's Committee, our own Women's Advocates, not to mention the Employment Equity Reps. Above all else, education is the most important tool. So stand against the discrimination of women and violence against women, be silent no more, let's all fight for equality and zero tolerance.

Maple Leaf Foods

We on the Human Rights Committee ask and support the boycott of all Maple Leaf products. ♣

Injured Workers: Your Days Are Numbered Under Bill 99

Continued from page 24

hearings in Toronto and presented a resolution to the committee. The Toronto resolution was similar to the one made in Kingston but added: "... to call upon the opposition parties to commit that if they form the next government they will scrap Bill 99 immediately and restore the basic principles of a no-fault, employer-funded system, paying compensation as long as the disability lasts, administered by an independent Crown corporation, and begin public consultation to determine what is needed to improve workers' compensation."

Both Dwight Duncan of the Liberal Party and David Christopherson of the New Democratic Party criticized the Bill as being bad for injured workers.

On October 9 the government passed Bill 99. The final insult was to force injured workers and supporters to leave the public gallery at Queen's Park before the vote.

What's next? WCB must now face injured workers on Bill 99.

The limited public hearings on Bill 99 prevented most injured workers and their

supporters from speaking about how the changes will affect them. Now that the Bill has passed, the WSIB must begin to implement it.

Much of the real effect of Bill 99 will depend on policies such as:

- What is chronic pain?
- What is mental stress?
- Will injured workers still be entitled to compensation for psychological disabilities?
- How much of the clothing allowance should the WSIB pay?
- Will the WSIB apply their anti-fraud policies against employers as well as injured workers?
- What will the WSIB do now that it is in charge of preventing accidents?
- Can the WSIB reduce wage loss benefits because you get a Canada Pension Plan (CPP) Disability Pension?

There is no voice for injured workers on the WSIB Board of Directors. They need to hear directly from injured workers who are the experts on many of these important issues. They have already started making policies without consulting injured work-

ers. If we organize and speak out now, we can make a difference.

Keep in touch. Demonstrations will be happening across Ontario during 1998.

For more information call the Ontario Network of Injured Workers' Groups at (905) 387-1894 or your local injured workers' group for information.

You can also call the Union of Injured Workers at (416) 657-1215, or Toronto Injured Workers' Advocacy Group through Industrial Accident Victims' Group of Ontario at (416) 924-6477 or Injured Workers' Consultants at (416) 461-2411.

Start the campaign to repeal Bill 99 now!

Will the Liberals and the New Democratic Party promise to repeal (take back) Bill 99 if they win the next election in 1999? Start talking to your MPP now.

Written by Toronto Injured Workers' Advocacy Group, Union of Injured Workers, Ontario Network of Injured Workers' Groups, and Community Legal Education Ontario (CLEO). Call (416) 408-4420 to order copies. ♣

Brothers José And Pedro Help Ma

By Jackie Finn,
CAW Family Auxiliary #27 President

OUR AUXILIARY HAD A VERY SUCCESSFUL CHRISTMAS Party on December 16th with 115 in attendance, by the sound of the audience I believe they enjoyed the entertainment tremendously. Guests in attendance were Brother Mike Shields (alias José) President of Local 222 and his guest Judy Jackson; Brother Dave Broadbent, Secretary Treasurer of Local 222, and his wife Sharon; Brother John Redko (alias Pedro) president of Retirees Chapter Local 222. Brother Mike and John were very good sports and partici-

pated with Del Dickenson to make a fun evening. You can see by the pictures I submitted that Pedro and Jose were making their debuts. A delicious potluck dinner was enjoyed by all and there was no shortage of food. Santa arrived despite the weather (no snow), he gave out calendars, date-mates and chocolates. Thanks to everyone who made this party the success it was, at the time I made special recognition to each individual involved.

Special birthday greetings were extended at the party to Sisters Mary Macmillan, who celebrated her 95th on December 27,



e Party A Fun Evening

R CAW Family
Auxiliary #27
REPORT



1997; Sister Ruth Hopson, 80 on December 25, 1997; Sister Pearl Badour, 80 on January 7, 1998; Sister Lynn Gowans and Brothers Bill Clark and Ken Cobb, whose birthdays were the day of our party.

Recent Donations

Jim's Swim for Leukemia \$500; Oshawa Firefighters' Defibrillation Program, Have a Heart Save a Life \$2,000; Bowl for Kids, Big Brothers \$100; Charles H. Best re: Diabetes Research \$200;

donated lunch for the Retirees Christmas Party; Simcoe Hall Settlement House \$1,000; Sharon's Kids \$100.

Upcoming Events

Sixty-First Birthday Banquet, Saturday, April 24, 1998, more on this later. Tuesday, March 17th, St. Patrick's Day, Members Only, social evening to start at 7:30 p.m..

Special thanks to Sisters Pearl Badour, Helen Rotterman, Kay Heath, Laura McDonald, who recently volunteered their services at tuckshop at Hillsdale Manor.

Sister Phyllis Clarke reported on the bursary awards presentation at R. S. McLaughlin CVI.

Best wishes go out to Sister Verna and Brother Lloyd Parker who will celebrate their 40th Wedding Anniversary on Saturday, January 24, 1998.

Recent 50/50 winners have been sisters Dorothy Brown and Ilene Watts.

Our sympathy goes out to Sister Irma Campbell on the passing of her husband, Brother Cyril. Irma and Cyril retired to British Columbia some years ago. Sympathy also goes out to Sister Phyllis Munroe and family on the loss of a sister-in-law, Carol Mackay, brother-in-law, Gary Munroe, and uncle Fred.

See you at the next meetings Tuesday, February 3rd and 17th. ♣



Left, Barb Smith presenting Ruth from St. Vincent's Kitchen with a \$400 cheque for Christmas 1997.

DECEMBER 6, 1997: CHILDRENS' CHRISTMAS PARTY:

Clockwise from right, Santa surrounded by attendees, Barb Smith and grandson Eric, and Sunshine The Clown performed for the children.



Coping With Bereavement

By John Taylor,
Union Counsellor

R **Union**
Counsellor's
REPORT



MOST PEOPLE ARE PROTECTED by a kind of dazed disbelief until after the funeral. The full realization of their loss comes much later.

Bereavement is a major life crisis. The loss of someone close (especially a spouse or a child) is life's most stressful event.

The one certainty in life is "Death," yet dying is a taboo subject, surrounded by mystery and fear. We have difficulty recognizing the reality of death, or coping with its impact on our lives.

Why?

Once, life and death cycles were part of everyone's experience. Most people died at home. The family mourned together, comforted by lifelong friends and close neighbours. Life is more impersonal now. Families are smaller, their members may live far apart. Most deaths take place in hospitals or institutions. Youth and beauty are glorified; aging and death are "distasteful" subjects.

We Are Now Beginning To Realize That:

- coping effectively with bereavement is vital to our mental health
- grief is "The other face of love" — the ultimate cost of affection, commitment and closeness

What Is Bereavement?

Literally, it is "Being deprived by death."

Mourning is a vital process through which, eventually, we can accept a deep loss, and carry on with living.

Grief is the complex of physical and psychological symptoms experienced after a loss — the outward sign of mourning.

All bereaved people experience grief in one way or another. If they appear not to, they could be unconsciously suppressing their symptoms or "Denying Death." Their grief will usually surface in the future—often in the form of emotional problems or physical illness. Unfortunately, society encourages the "stiff upper lip," which it tends to interpret as courage and dignity.

Grieving is not a weakness; it is a necessity. Refusing to grieve is not courageous; it may postpone inevitable reactions, and store up future crisis.

What Helps?

Though bereavement and grief are a painful experience, they are in an integral part of life. We may feel at the time that we will never get over it, but most people do. Learning to

"Though bereavement and grief are a painful experience, they are in an integral part of life."

live with a loss is like the body's adjustment to a wound. We form a scar, it gradually diminishes. It never quite goes away, but we learn to "live around it."

Effective coping with bereavement really depends on our ability to mourn properly, and when a loved one dies, there are many things which will help us cope better with the pain:

(1) **Caring People** — Family, friends, neighbours, colleagues, strangers in a self-help group who have "been there" and can offer empathy. Such a network can give support and

"A lifetime habit of close, caring relationships is the best possible preparation for bereavement."

help you re-establish yourself. A lifetime habit of close, caring relationships is the best possible preparation for bereavement.

(2) **Time** — Everyone reacts differently to a loss. It is hard to estimate a "normal" grieving period. All we can safely say is that it will probably take a lot longer than you expect.

(3) **Understanding "The Facts Of Death"** — Knowing what to expect, and knowing your options help. Express

your feelings—talk, weep, be angry. You are not alone; all grieving people need such outlets.

(4) **Accepting A Changed Life** — The details will change, your work and your personal relationships may suffer. It is unavoidable.

(5) **Reaching Out For Help** — Others cannot always make the first move. They may be afraid of intruding on your privacy. Make your needs known.

(6) **Keeping In Touch With Your Physician And Following Instructions** can help you deal with physical side effects.

(7) **Accepting The Inevitable** — Some things in life have no basis in logic; they just happen. Accepting this can prevent much bitterness and self-blame.

(8) **Accepting That Life Is For The Living**, that the final stage of grief is new life. Though it is hard to believe now, at the right time life can be restructured without guilt.

(9) **Helping The Children** often minimizes your own troubles. Children need your support. Don't try to protect them; give them facts, using everyday language. Be honest about your own feelings; they are looking to you for clues about suitable behaviour.

(10) **Not Rushing Into Major Life Changes** such as moving, remarrying or having another child. This is no time for major decisions. Your judgment may be poor; the changes could add to your stress. Wait a year; make big decisions then. Introduce new relationships slowly and carefully — let them grow.

In Conclusion

If there is someone who needs help coping with bereavement, there is professional help available or if they just want a caring person, they can talk to, who understands what they are going through they can call me any time at 644-4283. ♣

Help For Financial Problems

By Brian Wilson,
Union Counsellor

R *Union
Counsellor's
REPORT*



Personal Money Problems

AS COUNSELLORS WE ARE EXPERIENCING MORE and more members calling us with problems of stress from the day to day demands of the company. At this time of year many members find themselves with tight budget problems which adds to the problems already created in the workplace. These financial problems can create employment difficulties, tension at home, or physical and emotional health problems.

Do You Have Money Problems?

Financial problems can happen to anyone. Do these situations apply to you?

- You are finding that you are using your credit cards more and more.
- You borrow from family and friends to help make it to the next pay day.

- You avoid opening your bills or you only open one or two and ignore the rest.
- You are afraid to answer your phone because you think the call could be from a collection agency.
- You have a garnishee against your wages or you are being sued by a creditor.
- You have received your layoff notice at work and you have no idea how you will make ends meet.

If any one of these situations or several of them are familiar to you, then you should be seeking advice.

As counsellors we can help you find the possible solutions that may help you find the answer to your personal money problems. We may be reached at 644-4282 or 644-4283. ♣

A Test For Alcoholism

By Doug Cameron, Larry Kirtley, Lorne Hurren and Matt Ryan,
CAW-GM Substance Abuse Representatives

Michigan Alcoholism Screening Test *Negative responses are alcoholic responses

- (1) *Do you feel you are a normal drinker?
- (2) Have you ever awakened the morning after some drinking the night before and found that you could not remember part of the evening before?
- (3) Does your wife (husband, parents) ever worry or complain about your drinking?
- (4) *Can you stop drinking without a struggle after one or two drinks?
- (5) Do you ever feel bad about your drinking?
- (6) *Do friends or relatives think you are a normal drinker?
- (7) Do you ever try to limit your drinking to certain times of the day or to certain places?
- (8) *Are you always able to stop drinking when you want to?
- (9) Have you ever attended a meeting of AA?
- (10) Have you gotten into fights when drinking?
- (11) Has drinking ever caused problems with you and your wife (husband)?
- (12) Has your wife (husband, family members) ever gone to anyone for help about your drinking?

- (13) Have you ever lost friends, girlfriends/boyfriends because of your drinking?
- (14) Have you ever gotten into trouble at work because of drinking?
- (15) Have you ever lost a job because of drinking?
- (16) Have you ever neglected your obligations, your family, or your work for 2 or more days in a row because you were drinking?
- (17) Do you ever drink before noon?
- (18) Have you ever been told you have liver trouble?
- (19) Have you ever had delirium tremens, severe shaking, heard voices, or seen things that weren't really there after heavy drinking?
- (20) Have you ever gone to anyone for help about your drinking?

- (21) Have you ever been hospitalized because of your drinking?
- (22) Have you ever been a patient in a psychiatric hospital or on a psychiatric ward of a general hospital with drinking as part of the problem?
- (23) Have you ever been seen at a mental health clinic (gone to the doctor, social worker, clergyman) for help with emotional problems in which drinking has played a part?
- (24) Have you ever been arrested, even for a few hours, because of drunk behavior?
- (25) Have you ever been arrested for drunk driving or driving after drinking?

Scoring: A score of three points or less is considered non-alcoholic, four points is suggestive of alcoholism, a score of five points or more indicates alcoholism. ♣

PROBLEMS?

Alcohol and/or Drugs – CAW-GM Substance Abuse Program

For Help, Information, Etc. Confidential CAW Reps

Doug Cameron – Car Chassis, Paint
644-3723 – Home: 725-1668

Lorne Hurren – Fabrication, Battery
433-3356 – Home: 579-5497

Larry Kirtley – Car Body
644-3724 – Home: 579-3445

Matt Ryan – Truck
644-5967 – Home: 433-7679

Meetings Held To Discuss GMT 800 Restructuring

By Jim Beaudry,
District 13 Committeeperson

R District #13
REPORT



Truck Plant

ON SATURDAY, JANUARY 17, 1998, at 7:00 a.m., a meeting was held in the Truck Plant Staff Garage at Gate 8 to discuss the GMT 800 restructuring change. We discussed changes in relation to manpower requirements, process changes, target time frames and basically an overview of what to expect. Our Truck Plant Area Chairperson, Cal Pettit, had requested this meeting so that the District Representatives and Zone Committeepersons from all three shifts could meet together for their input and have a clear understanding of the issues.

We reviewed jobs by departmental breakdowns and the Company indicated that we would continue to meet at the District level as some of the information provided was subject to possible changes, work relocation and new processes being implemented will now afford the District and Zone Representatives to meet with the Department Superintendents to start resolving issues on a consistent basis across all three shifts.

A similar meeting will be held for the Paint Shop near the end of February at which time we should have a clear understanding of what changes will occur.

Auto Tariff Leadership Campaign

At the time of writing, the Shop Committee is preparing to attend the Auto Tariff Leadership Campaign which will be held on Monday, January 19, 1998, at the Sheraton Centre Hotel in Toronto. Our National President Buzz Hargrove has sent notices throughout the CAW stressing the importance of the campaign and scheduling meetings in Ontario and Quebec for the automotive manufacturing and parts sectors. The launch of this major campaign within the CAW is to ensure the preservation of what is left of the auto pact in order to ensure the protection of our jobs in the Canadian Auto Industry.

A booklet will be distributed in the plants explaining what tariff provisions are still intact on foreign imports, followed by a postcard campaign. Once the membership understands how serious an issue this is, as it affects our jobs and our

communities, we are confident you shall join our fight-back campaign to protect our futures. The government as of January 1, 1998 has already indicated legislation giving foreign owned companies the right to import parts duty free.

Bridge - Stevenson Road

During the Christmas Holiday period, construction was finally launched on the "new" bridge off Stevenson Road which will access the back of the Truck Plant on the west side of the building. The last discussion we had with Management indicates the target date for completion should be around the middle to end of March. We'll keep everyone informed as we receive progress updates.

SPA Week Renewal

The Company will be releasing the next segment of SPA weeks during the second week in February. The eligibility date to qualify for a SPA week was December 15, 1997. This simply means that in order to

qualify you must have worked during the preceding 25 weeks to the eligibility date. This language is covered under Appendix "Q", on page 154 of the Master Agreement. If you have any questions concerning eligibility, please put a call in for myself or your Zone Representative.

Department 8 - Road And Roll

After a number of meetings in trying to resolve an outstanding issue which involves the roll test area on all three shifts, the Company has finally presented the Union with an agreement to resolve the grievances in process. After I've had an opportunity to review and discuss this proposal with your Zone Representative on all three shifts, then we will be around to personally notify our members. I would however like to personally thank Zone Representatives Dan Henderson, Tony Prentice and Paul Johnston for their hard work and assistance.

Until next time... In Solidarity. ♣

Company Tries To Streamline

By Larry Conboy,
District #8
Committeeperson

R District #8
REPORT



Battery Plant

THERE ARE STILL MEETINGS between the Union and the Company over the future of the Plant. Until now we have been unsuccessful in coming to an agreement over the specific issues the Company wanted to address in order to increase the batteries per clock card hour.

Going forward it seems the Company will still do what they can under the current agreement to get more profitable and part of this is to streamline their operations by implementing lean manufacturing and cutting manpower

where they can. As a result there were five production people reduced in January. There was another meeting scheduled after *Oshaworker* deadline for January 28, 1998 at which time management was to report on the progress, or lack of it, from the meetings they have been having with us. I'll keep you updated on future progress.

South Stamping

We met with management over your concerns with the Kevlar glasses and sleeves. After seeing some samples brought down by our safety rep, Bob
Continued on page thirty-one

Being The Best In '98

By Jim Hoy,
District #4 Committeeperson

I STOLE THIS TITLE FROM THE Autoinfo document dated Jan. 12/98. The article was from our new plant manager, Greg Deveson. I hope that his words are sincere and that what he stated is true, and not just a pile of more broken promises laid out by management. If his statements are factual then GM will be a much better place to work in the future. He stated he wanted to "significantly improve our communication processes." I have been told this since the day I was elected 12 years ago, and I haven't noticed an improvement in communication between the membership and management. As a matter of fact, it has deteriorated in the past three years.

Our Car Plant Chairperson, Ron "Gibby" Gibson, has requested meetings with our new plant manager. However, at the time of writing we still have not heard from him. It was stated at our January 14, 1998 third step meeting that the first thing a new Plant Manager usually does is introduce himself to the shop committee. Mr. Deveson has been employed in Oshawa for well over a month so if he wants to improve the communication process, he had better get to the table and meet the Union.

Mr. Deveson also stated, "We will need everyone's help and involvement." If this is true, what is he waiting for? Let's get started!

Another point was, "Focus on eliminating injuries and accidents — safety must and will be our overriding priority." That statement is pretty dear to my heart. Gus Beirne also said that safety was his number one priority. Yet under his command I don't care to count the number of employees in our District who have been given one- to two-week suspensions for a safety concern or a work refusal. Is this how the company intends to fix the safety problems in District Four? Is serving or threatening suspensions any way to alleviate our members' safety concerns? I requested to see Greg Deveson, along with Health and Safety Rep Paul Goggan, Gibby Gibson and Local President Mike Shields the last day of work prior to our Christmas holidays. It is unfortunate it was such short notice as he was tied up at a meeting and was unable to meet with us. We would have been able to show him first-hand just how arrogant the management was towards Brad Clemmensen and Gerry Lukow. This safety problem cost both employees dearly. The case is still being investigated.

Greg Deveson also went on to say how we "have the ability to be the best car producing facility in the world" and that "taking ourselves to this level will not come easy and there are no silver bullets or simple solutions." I also believe we

R District #4 REPORT



can be the best car producing facility in the world. However, a simple solution would be for the company to ease up on the workload of the membership, and treat people with dignity and respect. then our product would be the best.

There is no doubt in my mind that a happy membership would have a positive attitude conducive to the building of the best product.

After Shift Meetings

I was not invited to any of these Company-planned meetings in hardware so I can't comment personally on them. I did hear that the Company is talking about flexible overtime, which is just another name for Mandatory Overtime. I have heard the membership loud and clear that there is absolutely no interest at all in entertaining this subject. As far as I was concerned this was a dead issue, but apparently not. Then of course the company started with the scare tactics once again. I'm sure one day the company will realize that the membership is smarter than to listen to the Company's scare tactics any more.

SPA Weeks

Our new SPA weeks should be issued the third or fourth week of February.

Paint Shop Meeting

Colin James, Rick Cowle, Gibby Gibson, Don Whalen, Andy VanOlst, Bill Rothney and I met with the paint shop's Shift 1 employees. The members from Shift 1 had many of the same issues as those of Shift 2. We have a few different concerns we have to investigate, and following that a list of their issues will go to Bob Schell for his review. At this time we will go over what items we can resolve and we will keep you posted.

Thanks Again: To all of the members who helped out the McIntyre family in such a trying time. I talked to Debbie on January 14th and her spirits were high, she was leaving the hospital and heading home for good. She expressed how much she greatly appreciated all of the things everybody has done for her and her boys. Everything is looking optimistic for the future for the three of them.

Until Next Time, Please Take Care. ✨

Company Tries To Streamline

District #8 Report — Continued from page 30

Traill, we asked for another meeting at which members from the shop floor could voice their ideas and concerns. You gave excellent input to Dave Sands and left him with a lot of unanswered questions.

As usual management has implemented an idea with no prior involvement from the membership and has proven it needs further study. When will they learn to listen to the people who know! I have talked to Cathy Clegg numerous times about getting the outside tenders out of our plant as they are doing bargaining unit work. By the time you read this article this situation should be corrected.

Control Arms

There is still no word on the business which the company bid on quite some time ago. There was a reduction of two people out of the control arm area because of the

loss of the N/L control arm. Management in this area continue to quote on business in hopes of securing work for this area, I will keep you updated on any progress.

In closing I would like to say there seems to be a problem on one of the shifts with the committeeperson misplacing or never handing your grievances to management. For your own piece of mind ask for a photocopy of your grievance so you have something I can follow-up with. If you have a problem or if you're unsure about the whereabouts of your grievance, just ask.

I would like to wish Brothers Wayne Barry, Bill Muir, Milt Timall, John Gleeson, Eric Howe, Barry McKenna, George Gifford and Bill Goddard from Battery, and Sister Lee Albert, and Brothers Don Shepstone and Dale Condry a long and happy retirement.

Until next time. ✨

Unity Is The Key

By Chris Buckley,
District #7 Committeeperson

WE ARE NOW INTO THE SECOND month of this new year, 1998, and it is evident that this greedy and arrogant company is going to press forward in their effort to break your spirits and your Union.

The issue of forced job rotation seems to be spreading like a cancer across our plants. There was a time when job rotation was only implemented as a last resort when there was no other way to make your job assignment ergonomically correct but, for some time now, the company simply goes the rotation route without attempting to correct the ergonomic concern of the job assignment. It is the Union's position that such action on the company's part violates the seniority provisions of our collective agreement and also our department job posting agreements.

There are grievances within the procedure on this issue and as a Union we must do everything within our power to ensure that the seniority rights of our members are protected.

Our pension agreement expires in 1999 along with the current collective agreement. This will be a very important issue for our entire Membership. In December a petition was circulated within the plant that refers to 25 years and out, full pensions, no restrictions and pension stacking provisions. I believe the above conditions are a great thing for us as a Union to attempt to negotiate for our Membership, but, in doing so we must not forget the issues of lien speed and workload for those of us who are not in a position to retire.

It is my opinion that as a Union we must focus more energy at the next set of negotiations for the Members left in the plants and the conditions they must work under.

Within our District and throughout our plants we have had a large number of our senior Members retire under the current Document 12 opportunities, and with having such a large District along with the number of our Members who retire on any given month, it is difficult to get around to all and say good-bye, and wish them the best in their retirements. I would like to take this opportunity to congratulate all past and future retirees. I hope that all of you enjoy a very long healthy and safe retirement. God knows you have earned it.

We should all remember that the Brothers and sisters who are leaving us through retirement are the ones who fought so hard over the years to obtain the rights and benefits we enjoy today.

Overtime for Plant #1 according to the company's schedule is slated to begin January 31. With this being the first of many Saturdays to come I expect that management will start to play their childish games in regards to accommodating those who wish not to work the overtime. My advice to all is to try to give your supervisor as much advance notice as possible if you wish not to work. If there is still a problem being excused, contact your Committeeperson or myself.

The company served the Shop Committee notice back in July that they plan to eliminate some representation within the GM unit. It is their intent to reduced two District Committeepersons (which at the time of writing would be District #3, Brother Drinkwalter and District #8, Brother Conboy) along with seven Committeepersons. We have met with the company twice on this issue and are opposed to their plans.

GM claims that the Fab Plant Sale Memorandum gives them the right to reduce the number of elected reps within the GM structure but, it is the Union's position that the

R District #7 REPORT



Memorandum only gives them the right to separate the representation structure between GM and Peregrine. At a time when this company is trying to break your spirits and your Union it is important that we do not lose Districts or Committeepersons, so we can assure our Membership is being represented fairly when dealing with the day-to-day issues we will continue to be faced with. At the conclusion of our last meeting on this topic, the company claims they will have the changes put in place by the upcoming Shop Committee elections this spring.

We must all remember that this corporation will continue to press forward with their agenda, which is to make as much profit as possible for their shareholders by producing as many vehicles possible with the least amount of manpower. This corporation must remember that our Membership plays a major role in their success and must be given respect for their efforts and labour that has put this corporation where it is today in the auto industry. It has always been my position that the Membership is the backbone of this mighty corporation.

I would like to take this opportunity to welcome any new Members who may have entered into District #7 recently, if I can be of any assistance please don't hesitate to contact me.

In closing, it is my opinion that the only way we can succeed when dealing with this greedy arrogant corporation, is to remain United as a Union from the Leadership to the Membership on all issues that will come our way in the future.

You can reach me at my plant office, 644-3310, through the in-plant pager at *97-3310, or from outside the plant at 1-800-361-6793, enter pin #3310. ♣

Human Rights Representatives/ Employment Equity

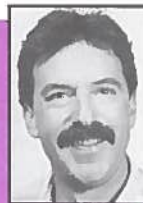
Your CAW representatives can be contacted in their respective plants to assist you with any questions you might have regarding Human Rights issues or complaints already in procedure.

Truck Plant Representative call: 644-1411 or pager #1-800-361-6793 — ID #8685

Car Plant Representative call: 644-1114 or pager #1-800-361-6793 — ID #1114

Fab/Peregrine Representative call (905) 433-3349

Chris
Smith
Car Plant



Christine
Thompson
Fab/Peregrine



Harvey
Ross
Truck Plant



1998 C.A.W. SKILLED TRADES 12th Annual CAW Skilled Trades Memorial Hockey Tournament

**Saturday, April 18 &
Sunday, April 19, 1998**
Newcastle Arena

*By Larry Carroll
and Al McPhee*

ALL TEAMS IN BOTH DIVISIONS will be drafted early in March so entries must be received by Al McPhee, at GM mail code 062-902, or for Peregrine employees at the Union Hall, no later than Friday, February 27, 1998, complete with a \$50 cheque, payable to "CAW



Skilled Trades Hockey League." Each player can recoup \$20 of the entry fee by selling a book of Vegas draw tickets! 🍁

On February 2, 1986 a senseless accident touched our lives forever and was felt all through General Motors. Soon thereafter a group of fellow workers, who played hockey together, decided to name their tournament "The Larry Bews Skilled Trades Hockey Tournament" — a growing event each year since then.

On behalf of my family and children (Chris, Michelle and Brian) I have asked to change the name to "The 12th Annual CAW Skilled Trades Memorial Hockey Tournament." There are not enough words to express our sincere thanks for 11 years of support and understanding for an annual weekend out of your lives to come and play hockey, and support a lot of charities as well.

Thanks to Al McPhee, Larry Carroll and everyone involved. To list each person would take up this whole space. You know who you are and you are forever in our thoughts.

Although Larry's name is not on the tournament heading this year, his spirit will forever remain in all of us who held his name so high. To all who read this article, the Bews family asks for the understanding that we need to go forward with all of you in our hearts.

**Sincerely and Never to be
Forgotten**

The Bews Family 🍁

12TH ANNUAL SKILLED TRADES MEMORIAL HOCKEY TOURNAMENT ENTRY FORM

☐ Recreational Division ☐ Open Division

Name _____ Serial Number _____

Address _____ GM Mail Code _____

Age as of April 1998 _____ Team in 1997 _____ Plant _____

Work Phone _____ Position played _____ Shift _____

Home Phone _____ Rate Yourself: ☐ A ☐ B ☐ C ☐ D 2nd Choice _____

In-Plant Mail 062-902/Union Hall by Feb. 27/98

Red Hot Dines Take 3 Of 4

By Ron Gay

PLAYOFFS ARE JUST AROUND the corner. The big story of the month is red hot "Dines" winning three out of the last four games. Morgan Lane has become pretty crafty at trading players. We still do not know the amount of money involved in these trades but rumour has it, being in the four digits, plus a couple of two-fours.

Star of the month goes to Tom Haraj with a 4-0 shutout against Dines. There are quite a number of close games, and fewer penalties (maybe because Midget Johnston just got a new pair of glasses and he can now see the players).

We will be having our hockey banquet some time in February.

I would say that there's been some good goaltending. Until next issue, see you on the ice. ♣

Cliff Mills/Lear Stranglehold

By Bill Mutimer

AS YOU CAN SEE BY THE standings Cliff Mills/Lear have taken a stranglehold on first place. Our playoffs will be starting soon. The matchups are yet to be determined. It looks like Cliff Mills/Lear will take on Peregrine, while Tailgate Charlies will square off against Mackies. Come on out and check out the action. The hockey tends to be top notch in the playoffs. Just a word of warning to the top three teams, there have been many a year when the last place club have Cinderellaed their way to the championship! It could happen...? Here are the standings and the top ten scorers, until next time keep your stick on the ice. ♣

CAW Sunday Morning Hockey Stats

	GP	W	L	T	Pts.	GF	GA
Cliff Mills/Lear	9	8	0	1	17	79	36
Tailgate Charlies	9	4	4	1	9	56	57
Mackies	9	3	5	1	7	48	61
Peregrine	1*	1	7	1	3	46	87

*Peregrine have been involved in nine games, but only played in one!!

Top Ten	G	A	Pts.
Dave Cummings	9	19	28
Jamie Simpson	20	7	27
Scott Hallett	11	13	24
Brad Scrimshaw	6	16	22
Ron Pye	7	14	21
Wayne Andrus	6	11	17
Bill Pigeau	11	5	16
G. Hilton	8	6	14
Brad Reeves	7	7	14
Todd Bastarache	2	12	14

Regional Qualifier - CAW Southeastern Ontario Recreation Council
No Contact Hockey Tournament
Oshawa Civic Auditorium - Feb. 20, 21, 22, 1998
For further information call Robert Phinney at (905) 728-9359

Truck-Car Hockey LEAGUE



Statistics Updated To Jan. 16, 1998

Stats by Dan Bertrand

Team	GP	W	L	T	GF	GA	Pts
Canada Trust	16	10	6	0	62	46	20
Millwork	16	9	6	1	61	59	19
Flying Squirrels	16	7	8	1	55	59	15
Dines	16	5	11	0	46	64	10

Top 10 Scorers

Team	G	A	Pts	
Dan Bertrand	FS	15	13	28
Derek Parson	Mill	12	14	26
Al Collins	CT	11	14	25
Ralph McQuaid	Mill	12	10	22
Jim Rogers	CT	10	10	20
Gary Chisholm	Dines	9	11	20
Gary Beedham	CT	8	12	20
Larry McGee	Dines	9	9	18
Gord Moore	FS	9	9	18

Goaltenders

	GP	GF	GA	Av.	
Al Aylsworth	CT	16	62	46	2.80
Vic McCullough	Mill	16	61	59	3.06
Archie Graham	FS	16	55	59	3.06
Tom Haraj	D	16	46	64	4.00

Sunday Morning Hockey LEAGUE



Although the Local 222 hockey tournament was played after Oshaworker deadline, a lot of the real work was done ahead of time by (from left) Chris Scott, Recreation Committee Chairperson Doug Crough, and Dave Murphy. With a record number of participants in the 25th Annual event, there will be plenty of action shots in next month's issue.

Shift #2 Hockey LEAGUE

Competition Is Tight

By Dave Hutcheson

AS YOU CAN SEE BY THE standings the league is as close as you can get. With two games remaining in the regular schedule, the playoffs will start February 10th. Eddy (Punch) Battams has got his Mickey Finn's club on a roll with four straight wins, backed up by some outstanding goaltending from Doug "The Dominator" Weirisma. Punch has vowed to be the only team in league history to three-peat. I hope your team hasn't peaked too early Eddy!

So in closing, if you want to see some entertaining hockey come on down to the new Ice Sports complex every Tuesday and Thursday afternoon from 12:15 to 2:15 p.m. ♣

CAW Shift #2 Standings

Team	GP	W	L	T	GF	GA	Pts
Gino Sports	16	9	6	1	45	51	19
Sports Station	16	7	7	2	44	49	16
Mickey Finn's	16	7	8	1	56	45	15
Bond Optical	16	6	8	2	47	46	14
Top 5 Scorers				G	A	Pts	
Gerry DeFrance	BO		10		11		21
Butch Heroux	MF		14		6		20
Daryl Brown	MF		9		11		20
Brad Reeves	SS		11		7		18
Terry Roy	MF		8		10		18
Goalies		GAA					
Doug Wiersma		2.81					
Dave Hutcheson		2.88					
Wade Chernick		3.01					
Wayne McGuigan		3.12					



CAW 5 Pin Bowling

Dec. 5, 1997 - Jan. 9, 1998



800 Club

Dan McLean	814
Bryan McCarthy	811
Earl Marshall	809
Ron Murray	804
Paul Derry	800

750 Club

Harry Langkraer	792, 753
Bernie Schaeffer	783, 777
Gary Henderson	781, 780
Rick Mitchell	787
Sherry Gervais	785
Mike Kimble	766
Val Henderson	759
Dave Farmer	751

700 Club

Les MacDonald	732, 718, 709
Bernie Schaeffer	703, 702, 701
Peter Stirpe	746, 738
Sherry Gervais	744, 742
Jim Meikle	744, 732
Glenn McIvor	748
Gary Henderson	746
Darcy Chapman	739
John Serrurier	736
Tim Walton	736
Earl Marshall	732
Rick Mitchell	732
Steve Pollock	728
Gary Davies	725
Vito Casalino	723
Norma Harrison	722
Dave Ricketts	722
Randy Maybee	718
Dave Singular	717
Keith Hughes	716
Dianne Maybee	712
Bryan McCarthy	706
Mike Power	705
Maryann Yurchi	705
Gerry Daigle	703

650 Club

Rick Mitchell	690, 676, 659
Harry Langkraer	699, 691
Moe Bryan	698, 680
Sherry Gervais	695, 685
Mike Power	691, 651
Glenn McIvor	684, 673
Robert Marshall	677, 660
Dave Farmer	675, 673
Doug Hodgson	674, 660
Val Henderson	673, 667
Ted Whiteny	673, 670
Frank Haw	671, 655
Phil Cormier	652, 650
Randy Maybee	695
John Serrurier	692
Tim Walton	688
Louis Gervais	685
Maxine Brown	683

Rick Marshall	681
Steve Pollock	672
Gary Henderson	668
Dan McLean	667
Robert Revoy	666
Gary Davies	662
Larry Hoar	661
Noel Ricketts	661
Paul Derry	660
Dorothy Kelly	659
Dave Murray	659
Tim Walton	659
Pat Skeldoch	656

600 Club

Maxine Brown	645, 632, 609, 606
Don Brown	648, 612, 604
Ted Smith	643, 628, 617
Heather Reuter	641, 620, 601
Mona Leonard	637, 618, 617
Brian Davies	633, 619, 610
Robert Revoy	623, 621, 617
Louis Gervais	619, 616, 615
Norma Harrison	619, 613, 608
Gary Davies	649, 619
Tim Ashbridge	645, 644
Dave Singular	644, 619
Dave Schaeffer	640, 613

Mike Kimble	639, 601
Gerry Daigle	637, 636
Phyllis Munroe	634, 627
Ron McQuade	633, 602
Robert Marshall	631, 603
Ken Couvier	630, 626
Dee Welsh	627, 612
Dan McLean	625, 620
George Fisher	621, 612
Vito Casalino	618, 604
Fred Thompson	618, 604
Vicky Morton	616, 600
Dave Ricketts	614, 607
Noel Ricketts	610, 604
Ken Shobbrook	644
Kevin Woodward	644
Paul Derry	643
Tom Byrne	642
Peter Derry	641
Tim Walton	639
Keith Hughes	638
Dave Farmer	637
Randy Maybee	636
Phil Cormier	634
Val Henderson	634
Darcy Chapman	632
George Lee	630
Ron Murray	629

Kelly Bertrand	628
Bryan McCarthy	626
Moe Bryan	624
Gary Henderson	624
Cathy Martin	621
Bill Stevenson	621
Terry Muirhead	618
Frank Haw	613
Diana Scattergood	613
Kevin Risebrough	612
John Serrurier	612
Fred Morton	611
Jim Meikle	610
Mike Power	609
Paul Beaumont	607
Harry Langkraer	607
Terri Derry	606
Steve Pollock	605
Earl Marshall	603
Nicole Pilon	603
Marilyn Gibson	602
Betty Bonk	601
Joyce Pearson	600
Peter Stirpe	600

Rep Boys Soccer Tryouts

The Oshawa Kicks Under 9 rep program for boys tryouts for outdoor 1998 are Sundays from 9-11 am at the Oshawa Civic Dome. Contact Coach Kenny Lord to register at (905) 434-6383.

Slo-pitch Registration Shift #1

Slo-pitch meeting for all members will be held at the Rosedale Restaurant Wednesday, April 8th, 1998.

Anyone wishing to play or to enter a team is welcome to come. For more information, contact Walt Tarasewicz at (905) 723-6901.

Slow Pitch Registration Shift #2

Slow Pitch registration is open to all members regardless of age, or where you work: Lear, A.G. Simpson, Mackies, etc.

There will be a meeting for all coaches, players, and anyone interested in ball at the CAW Local 222 Union Hall on Monday, March 16, 1998, at 6:30 p.m. Remember, this is open to anyone wishing to play regardless of age.

For more information please contact:
Don Hamilton, 721-8988; Bob Ingley, 697-0439; or
Dan Corriveau, 579-5004 (res) or work at 644-7983.

1st Section Winners:

"A" Division: Presidents Choice

"B" Division: Flying Squirrel

"C" Division: CAW Crushers

Turkey Roll Winners:

"A" Division

Pat Skeldoch

Al Masterson

Paul Derry

Dee Welsh

Ron Murray

Don Brown

Dave Farmer

Norma Harrison

"B" Division

Larry Hoar

Keith Hughes

George Lee

Sherry Marshall

Barb Smith

Dave Singular

Len Byrne

Randy Maybee

"C" Division

Kim Pezzimenti

Gail Loeffen

Vicky Morton

Mike Power

Gail Muirhead

Charley Holla

Elizabeth Risebrough

Henry Chizen

High Triple: Dan McLean 814

High Single: Gary Henderson 334

Six Courses March 25, April 1st

By Lynn Argue-Hogarth,
Education Committee Chairperson

REducation
Committee
REPORT



WE ARE PLEASED TO INFORM the membership that the education seminars are back on schedule. There has been an adjustment to some of the courses and their outlines.

Courses being offered March 25/April 1, 1998 are:

1. CPR — adults only, CAW members in good standing
2. Labour Law II — no prerequisite
3. Pre-Retirement — spouses welcome
4. Time Study II, work standards — no prerequisite

5. Human Rights II — no prerequisite
6. EI/SUB Basics

All meals & materials are provided by the Local. Registration is at 3:30 p.m.; dinner is at 4:00 p.m.; classes from 4:30 to 8:30. The deadlines are Friday, March 20 and Friday, March 27 respectively.

If you find you can't attend after you've registered, please notify the Local at 723-1187 by the Monday prior to the course; failure to do so results in over-expenditure and will lower the number of courses offered in future.

A get well wish goes to Paul Goggan and Dave Broadbent from the committee: Lynn Argue Hogarth, Rick Reid, Craig Baumgartner, John Roberts, Rick Cleveland, Doug Sanders, Dean Avery. 🍁

Course Application

Your Name _____

Address _____

Phone _____

Name of Unit _____

Plant Name _____

Your Area _____

Shift # (if any) _____

1st Choice _____

Name & No. of Course _____

2nd Choice _____

It's Only Common Sense

By Jim Freeman,
Political Education Committee Chairperson

RPolitical
Education
Committee
REPORT



THE CONSERVATIVE GOVERNMENT IS SERIOUSLY considering the sell-off of the LCBO. This will eliminate a large source of revenue for the government, thereby threatening already cash-strapped public services like education and health care.

The LCBO has some 600 stores and over 3,000 products. It has annual sales of \$2 billion with an annual profit to the province of about \$700 million. Not to mention the \$300 million in taxes the LCBO pays to the provincial and federal governments. It would take a tax increase of about \$156 per Ontario taxpayer to make up the lost of revenues if the LCBO was sold off.

The LCBO employs about 5,500 people in good paying, union jobs. These workers in turn pay taxes, purchase goods and services (including cars and trucks) and contribute to Ontario's economy.

We already know what the results of privatization will be. Just look at "The Alberta Experience." Prices increased by 15 percent and selection decreased by 75 percent. Alcohol consumption increased by 13.8 percent, with the number of teens requiring treatment for alcohol abuse jumping by 245 percent. Liquor store robberies have increased by 200 percent. Provincial assets were sold off at bargain prices with no deficit reduction. 1,600 employees also lost their

jobs. We will all end up losers if we let the Harris Tories get away with their privatization plans. Do we really want to repeat "The Alberta Experience?"

History has shown that the privatization of alcohol sales increases crime rates, the sale of alcohol to minors, impaired driving, domestic violence and a rise in health care costs. Never has this type of sell-off done anything to lower the deficits/debt of those governments that have privatized liquor sales. Never has there been a single case where privatization of liquor sales has been of any benefit to the public. Never

has there been a single case where privatization of liquor sales resulted in lower prices.

Mike Harris and his conservative government campaigned on using common sense. Well I think it's time Mike Harris started to use a little common sense. At a time when the government is strapped for cash and cutting back on education and health care, can we really afford to give up \$700 million in annual profits and 5,500 good paying, union jobs? Think about it Mike, It's only common sense.

Until next time 🍁

*Do we really
want to repeat
"The Alberta Experience?"*

(MAI, MAI, Not Another One)

Multilateral Agreement On Investment

By Richard Cleveland,
DRLC Delegate/Education Committee Member

PEOPLE HAVE BEEN INVENTING tools like fire and the wheel to make their lives easier since the beginning of mankind. Business is also a tool invented by people to make their lives better. Our society is also made up of tools that our forefathers used to deal with the issues of the day. Things like the Rand Formula, Health and Safety Legislation, Work Standards, Universal Education, Public Housing and Universal Health Care. These things are parts of our culture.

Since the signing of the first Free Trade Agreement, Canadian culture has been under attack. Most of the turmoil we see in front of our very eyes today can be linked to the leveling of our culture with the requirements of NAFTA. In NAFTA we have given away the right to control our own culture in this hemisphere.

In 1993 Jean Chrétien promised that if he could not negotiate NAFTA he would abrogate NAFTA. 1998 finds this same Jean Chrétien in secret negotiations on a new International Trade Agreement called

Durham
Regional
Labour
Council
R E P O R T



the Multilateral Agreement on Investments, MAI.

The MAI is based heavily on the NAFTA, but goes much further. This one has a 20-year lock-in period, which pretty much wipes out the Abrogation Clause of the NAFTA.

Under the MAI, Canada would be expected to submit a list of non-conformities. These non-conformities are things that impede the free flow of investments. Sounds pretty good eh? Things considered to impede are such things as the Rand Formula, Health and Safety Legislation, WCB, Universal Education — you get the idea. A "Parties Group" will then go through the lists of all the signee countries and begin rollback procedures with each country. The rollbacks will continue until all non-conformities have been levelled. Canadians, for instance, would be liable to fulfill all contracts for our natural resources, even in times of national shortage.

These Free Trade Agreements have been nothing but trouble for Canadians, and we can't have another one. These agreements have only attacked the systems that you and I use. It's interesting to note that Cuba has a lower infant mortality rate than either Canada or the U.S.

MAI, like NAFTA, will work to break down East-West trade to more of a North-South flow. Here's an example: there's a Bauer plant in Cambridge, Ont. It's owned by NIKE by the way. Well this plant is closing and moving its production south. To South-East Asia! In South-East Asia you can find children shackled and chained to a stake in the ground, just in case they might want to run away from their work. Imagine, our responsible politicians on their Team Canada road trips made trade and production easier to move there. While **Adult** Canadians will be hitting the streets. It boggles the mind doesn't it! The worst part is, this could be you and I before long.

Continued on page thirty-eight

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**Tina
Moore**



**Diane
Cunningham**



**Karen
Dolan**



By Bonnie Martin

I hope everyone had a safe and happy holiday season. I just wanted to inform you that you will no longer be seeing me doing my employment equity job throughout the car plants. As of December 23rd, 1997 our Chairperson Don Whalen felt the need to replace me. Anyone having any outstanding concerns or problems feel free to call me at home (436-0116). I may not have any union position but I still have my experience and dedication. In Solidarity,
Bonnie Martin



Privatization, User Fees And New Taxes

By Steve Bullock,
Recording Secretary, Political Education Committee
and Durham Regional Labour Council Delegate

**Political
Education
Committee
REPORT**



A ROYAL COMMISSION REPORT commissioned by the Liberals 11 years ago recommended privatization of Ontario Hydro. This same commission recommended "Free Trade" with the U.S. and also stated that "instinctively" private competition would cause electricity prices to fall.

The Ontario provincial government recently announced Ontario Hydro would be split up into three entities. One to generate hydro (The Electricity Generation Corporation), the second to manage it (Ontario Hydro Acceptance Corporation), to hold the debt (roughly \$12 billion or 43 percent of the total to be downloaded) and funded by special user fees (taxes) on the electricity users (namely us). The third to distribute electricity (The Ontario Electric Services Corporation).

The Ontario Energy Board will be able to regulate transmission, distribution and generation of Hydro, something that doesn't exist now as we receive credits on our hydro bills which is "power at cost." So the farther you reside from the transmission site the more likely your hydro bill will increase. The government will also be able to tax any publicly-owned parts of hydro in competition with private enterprise, because the government will be the owner and the only "shareholder," not the public.

Hydro kept in the public hands would see a decrease in rates of 11-27 percent in 10 years according to the report, but no proof exists that rates would fall if privatized in the U.S. and Britain where consumers of electricity get huge breaks in their hydro rates under privatization. I wonder if large industrial consumers of electricity get huge breaks in their hydro rates under privatization at our expense? The report suggested that the public be saddled with Hydro's debt to make Hydro more attractive to private buyers. Is it any wonder why the new legislation will allow new forms of taxation, massive regulation, and encourage private enterprise to invest in electricity for profit.

Ontario Hydro has \$40 billion in assets, revenues of \$9 billion and a debt of

\$28 billion (by 1999). Public opinion on privatization or Ontario Hydro, the LCBO and TV Ontario is overwhelmingly against privatization of our public assets.

The LCBO brought in \$680 million to provincial coffers as well as \$172.2 million in retail sales tax, grossed \$1.8 billion and employed 2,800 full-time workers and 1,500 casual workers in 600 outlets.

So I ask you as taxpayers and consumers, will we be hit with higher costs of liquor and hydro due to new taxes or user fees as the provincial government dabbles with privatization of public assets? You are the judge. User fees are taxes, plain and simple. Anyone with "common sense" can see this no matter what name they call it. Even the government's own policy paper gives no firm promise of lower electricity rates, only a lick and a promise.

Under the old system costs were pooled, no taxes or profits to owners. Replaced by this new system taxes go to the government and the profits to private owners, this may help the large corporate customers, but what about the lower rates for small residential customers?

No wonder big business is salivating thinking about privatization when they see the scope of the money and profits, they could take out of the province and Canada. Corporations are not stupid, if Ontario Hydro, the LCBO and TV Ontario were in such sad financial trouble they would not be lobbying the provincial government to sell them. There is a lot of money they could take south of the border or elsewhere when privatization happens and they know it. The only reason the Reform/Tories don't

Continued on page thirty-nine

Multilateral Agreement On Investment

Durham Regional Labour Council Report — Continued from page 37

We've got to get out of the agreements we are in now, and Not get into anymore of these one-sided affairs again. There are three things we can do:

- Phone, write or go talk to your MP. Tell them that Canada must stop all further negotiations on the MAI. It works. Recently the AFL/CIO forced the death of the Fast-Track Legislation in Congress on the NAFTA Extension.

- Become Active if you haven't been. Numbers mean strength. If you are already active then you already have too much to do! Sorry, but here comes another one.
- Vote the Liberals out of power as soon as we can. Vote in a party that will have nothing to do with such one-sided Deals.

We've got to do something! Please, let's get together and do it Now! 🍁

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Many Changes Due To Seniority

By Glenn Gray, Zone 28 Committeeperson, Peregrine

I WOULD LIKE TO START BY thanking the people in Zone 28 for the support given to me in the recent committeeperson election. I will do my best to give you the representation you deserve. I certainly didn't think that I would be again writing in the Oshaworker as it has been almost 10 years since my last article in our paper, and much has changed.

Around the Zone

Because our zone is for the most part, a very high seniority area, we have had a great deal of manpower change, with many of our members either retiring, or transferring south. To those who have elected to move south, or retire, I personally wish you the best in your endeavours.

To New Peregrine Employees

As I stated earlier in my article I represent mostly older and senior people, many of whom are planning either to retire or go south over the next few years. This will leave our plant with a vast majority of new Peregrine people by the turn of the cen-

tury. We have both an obligation and a moral duty as a Union to start now to train interested people for future leadership roles in our Union. This is their future and they must be ready to assume the responsibility.

The new Brothers and Sisters will learn in 1999 that there is nothing that we enjoy today, such as a decent living wage, an excellent benefit package and pension plans that was given to us by a beneficent company called General Motors, it was fought for and won by our Union and its Members, through a strong resolve and sacrifice. I do not believe for one second that Peregrine will be any different than GM. They will be testing both our commitment as a Union and the solidarity of our Members.

My biggest influence on deciding to get re-involved in our Union, was perhaps having an opportunity to help in 1999 negotiations. Although we are fortunate to have a very experienced and capable Chairperson in Wayne Murphy to lead the way, it will take a collective and united effort by both

R Zone 28 REPORT



Wayne, and the rest of the bargaining committee, to ensure successful negotiations and a first collective agreement we can be proud of.

Members (and there are many) that are considering transferring south: I am asking you to weigh your options carefully before you make any decisions, as this is a one-way trip. I have had many discussions with both Wayne Murphy and National rep John Graham, and they have assured me that there will be no changes to the language in Doc. 12 in 1999 negotiations. You will have the same rights to go south in the future. This is a very personal and final decision, so make it based on reason and common sense, and not on rumours or panic. At the time of writing I have not had an opportunity to talk to our pension reps about the numbers on Doc. 12 retirements for the next year, but I will keep you informed. ♣

Privatization, User Fees And New Taxes

Political Education Report — Continued from page 38

privatize full-tilt is public opinion on privatization, Bills 160, 136, 99, 49 and Omnibus Bill 26 and others are showing the government behind the Liberals in the public opinion polls and Mike and the boys want to get re-elected more than they want to privatize at this time. Are you listening Mike?

PS-Congratulations to my uncle Dennis "Joe" Prosser on his retirement from the CA midnight shift in Plant 1 BIW. There will be all kinds of time for hunting and fishing now, good luck and all the best. ♣



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How Important Is Ontario Hydro?

By Larry O'Connor

HERE WE ARE ONE MONTH since the Great Ice Storm of 1998. It is difficult to imagine the hardships that over a million Canadian families suffered. No doubt most of us think of shelters as a refuge of last resort. Old war stories of living in an emergency shelter is something that we may have heard long ago. The evening news reports on television have allowed us to watch the parade of people going into the affected areas to offer support.

Watching the news coverage, I soon realized how much we take for granted lighting, heat, running water, and electric appliances. The storm helped me understand just how vital electricity has become in our daily lives. It is no small wonder that 70 years ago the Government of Ontario

took over the control of hydro electricity in Ontario. So vitally important is this public utility that the Canadian Armed Forces had to be called to assist the affected communities. It was the single largest deployment of Canadian Forces ever on Canadian soil in our history.

The effects of this storm are a good reminder of our dependency on Ontario Hydro for providing us with electricity. The crews that work for Ontario Hydro showed me that it is more than a huge faceless public institution. These crews of trained, skilled workers put in countless hours to restore power as fast as possible. This group of men and women have gone that extra mile that Unions have been known to do to help the community. While I'm writing this I have heard that CAW National has made a financial contribution, but has the corpo-

**Political
Education
Committee
REPORT**



rate community?

Finally, I would be remiss to overlook the fact that the Harris government still has plans to carry on with their agenda to privatize Ontario Hydro. A public inquiry or Royal Commission must be demanded before they go any further. I don't trust the Harris government with this important asset. Soon, we will be told that we can't afford to keep Ontario Hydro because of the clean-up cost; why not sell off assets to cover the cost.

As far as I'm concerned the response to the Great Ice Storm of 1998 showed me, we can't afford to turn our back on Ontario Hydro. ♣

Committee Beginning Communication Phase

By Richard Davidson

EMPLOYMENT EQUITY IS A CONCEPT DEVELOPED IN Canada in recognition of widespread discrimination in the workplace and in recognition of the failure of "equality of opportunity" policies. While pay equity was designed to examine employer structures, policies, and procedures throughout the economy. Employment Equity is based on an understanding that such employment practices often have built-in systemic barriers which need to be remedied in order to provide for equality for people with disabilities, women, people of color and aboriginal people."

In January of 1997 a Joint Master Employment Equity committee was established, with representatives from both management and bargaining unit employees from each plant. The purpose of this committee is to develop an Employment Equity Plan for AG Simpson.

The committee held its first meeting on March 27th of the same year with subsequent meetings in April, June and September. These meetings were usually held in workshop settings where experi-

ence Employment Equity Coordinators and Facilitators were brought in to assist the committee through the initial stages of the Plan.

The committee is presently preparing to embark on the communication phase where everyone will be informed of the Plan, its process and its objectives. The next committee meeting is tentatively scheduled for January 28, 1998.

Committee Members

Sharon Roberts	Gus Nedelkopoulos	David Soules
Don Boucaud	Mike Cacevaski	Lorraine Thompson
Tanya Starr	Ulric Ward	Walton Armstrong
Darlene Brent	Ann-Marie Ruccolo	Maureen Mallard
Richard Rodgers	Gurinder Bains	John Willet
Thanks ♣		

**AG Simpson
Employment
Equity
REPORT**



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Caucus, What Caucus

By Bill Knight,
Recording Secretary GM Unit

MANY TIMES THE MEMBERSHIP OF THIS LOCAL have talked about the caucuses of this Unit. They have discussed the pros and cons and whether it is in the best interest of the membership. They have grown weary of the constant fighting among ourselves and have always hoped that a common goal or a united stand could be achieved.

There have been occasions where this Local over the years has been able to achieve success when egos are put aside for the betterment of this Union as a whole. But as has often been the case it is short-lived and things return to the way they were.

But just recently I have seen many members of both caucuses come together. I have witnessed members who have had a

strong dislike for one another cross the floor at our Union Hall and shake each other's hand while at the same time using the words Brother or Sister. How this all came about I'm not entirely sure but nevertheless it is nice to see. Brothers and sisters exchanging thoughts, opinions, and ideas without the need to shout down someone you disagree with. It is an important first step in healing the wounds of a divided Local and it can only benefit this membership down the road.

There will be those who will say it can't be done or that it won't last, but the truth is that the status quo just isn't acceptable anymore. There is far too much at stake. The old way of doing things is just that. It's old and a new way and approach must be found.

I believe this change came from the membership and their rightful demand for change. This time is different. One group, dedicated to the membership. It is an idea that is long overdue. *

GM Unit
Recording
Secretary's
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Thank You From The McIntyre Family

Here is a big thank you to all the GM employees, friends and family of the late Joe McIntyre. We'd like to thank Cheryl Chappell, Denise Renkiewicz, Brian, Matt, Christine Leaman for setting up the hall; Cheryl Chappell, Denise Renkiewicz, Heidi Leaman, and Bruce Armstrong for preparing all the food; Dave Hutcheson, Brian Leaman, Mark Renkiewicz for organizing the Golf Tournament; Dave Hutcheson, Cheryl Chappell, Denise Renkiewicz and Brian Lean for running around and getting the prizes to the dance; Brian Leaman for keeping the music hopping. Thanks to everyone who cleaned up the hall afterwards. Everything was a success. Hope you had a good time.

Deborah, Mike, David McIntyre 

Dan Kewley,
Oshaworker Editor

The opinions expressed in this paper are not necessarily the opinions and views of the Editor or the Editorial Board or Local 222 CAW. Every month The Oshaworker receives many interesting letters which we'd like to print — but can't. Please sign your letters to the editor and include your printed name, address and phone number.

E
EDITOR

**Letters
To The**



Dear GM Workers And Friends Of My Late Dad:

This is a thank-you note from my mom, my little brother and me, Mike. We'd like to thank-you for all the Christmas Gifts, we really enjoy the playstation, mom is always putting a time limit on it. Gizmo loves his treats, mom looks good in her Adidas pants, and adores her angel picture.

Special thank-you to Kevin Haas for the hockey jockeys, we always hang our hockey gear on it now.

P.S. Mom was home for Christmas and New Year's. She is up walking with crutches, and best of all she came home from the hospital for good on Jan. 16, 1998.

Thank-you, The McIntyre's 



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Royal Albert Mossy Rose complete setting for 6 dishes also has all the extras \$700. Call: 905-436-7863

Antiques; gramophone, Normandie radio, coffee table, hand saw, stereoscope, scythes, lamps, dishes, home gym exerciser, various household items. Call: 905-728-2764

Old antique fish plugs, old rod & reel, Criterion Shakespeare. Call: 905-623-1754

Bow & arrow, Golden Eagle, nearly new, stabilizer silencers Quiver Pin-Sight, camouflage covers, XX75 2216 arrows, field points, broad heads, bow bag & extras \$250. Call: 905-263-2999

Fitness Flyer, Guthy Renker, brand new, assembled, as-seen-on-TV, "it works", paid \$463 will sell for \$350. Call: 905-697-2712
307 Olds engine & new transmission, best offer. Call: 905-721-0132

1991 Chev Cavalier, auto, 4 dr, white, new brakes, cv joints, battery, radiator, heads, water pump, excellent condition \$3500 obo certified. Call: 905-436-9251

Motors; 305 SB Chev, 170,000km \$250, 350 SB Chev \$350, 400 SB Chev, 60,000 original miles \$550, 4 spd auto transmission for Chev \$200, all motors can be heard running. Call: 705-228-8698

Piano keyboard, YP40 (Clavinova) 76 keys \$500. Call: 905-263-8828

Royal Albert Blossomtime china; car radio am/fm/cd. Call: 905-623-7733

Fridge, glass door, freezers, 2 glass top \$275, table, black/chrome, chairs, 2 black/chrome leather, cabinet, black, locking \$275. Call: 416-291-2382

1982 John Deere Spitfire, 340 cc, 1500 miles, looks & runs great also single bed trailer, must sell. Call: 905-436-3274

1979 GMC 1/2 ton pick-up, 350 auto plus cap \$1000 obo. Call: 905-263-2091

OSHAWORKER Deadline

for the
March 1998 issue is
Friday,
February 13, 1998
at 4:00 p.m.



The OSHAWORKER Classified Ads

Please print your ad below:

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Snow tires with GM wheels, size P205/75 R14 \$50 for pair, new summer tire & wheel GM P215/70 R15 \$75, Dredger \$650. Call: 905-728-4367

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Furnace, 1 yr old, 125,000 BTU, high efficiency oil, power vent & duct work. Call: 905-434-9388

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1991 4 x 4 S-10 ext. cab, 160,000 kms, good reliable truck in decent shape, auto, \$8000 as is. Call: 905-623-6103

1984 Cutlass Supreme Brougham \$850 obo runs good, 1993 Polaris Indy XLT Special, mint condition, extras, asking \$3995 obo. Call: 905-728-1948

Electric guitar & case \$100, Black & Decker 7 commercial circular saw & case \$60 & 3/8" Black & Decker drill included with saw. Call: 905-723-2072

Remington Mod. 700 BDL 6m/m Varmint SP/Redfield 4 x 12 \$525, Remington Mod. 788 222 cal/Bushnell 3 x 9 \$350, FAC required. Call: 905-357-1044

Men's Bauer skates, worn twice, size 11 \$40 obo. Call: 705-932-3433

1980 Blue Monte Carlo, V8, Camaro motor, 85 dual exhaust with headers \$1200 firm as is, runs great. Call: 905-434-5423

1968 EL Camino SS 396, solid body, from Oklahoma, no motor or transmission, asking \$3500. Call: 705-277-3612

Country home in Springbrook, story & a half, 2 bedroom, 2.5 acres, wood & oil furnace, many upgrades, asking \$79,900. Call: 705-639-8982

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White single day bed with enamel finish, floral ceramic accents, complete with top quality single mattress \$175. Call: 905-668-9752 after 6 pm

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Baby sets, fancy knitted all colors \$15, Thomas organ with bench asking \$450 in very good shape. Call: 905-725-9390

Elmira fireplace insert, largest model, vertical fans, gold doors, railing used one season, paid \$1200 + taxes sell for \$800 obo. Call: 705-799-7641

Wiper motor, Dodge 86 brand new \$50, bowling shoes & bag 7AA almost new \$15, 2 table lamps, trillights \$40 pair. Call: 905-404-8621

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Arctic Cat 1997 580 ZR, mint condition, low mileage, battery less EFI \$6000. Call: 905-579-4477

Stove, fridge, dehumidifier, bar fridge. Call: 905-725-1937

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Rossignol skis, Tyrolia bindings, Nordica boots size 8, Head poles, all perfect condition, bad heart asking \$150 for set. Call: 905-576-2295

Downhill skis & bindings, 185 cm \$65, 60 gallon electric water heater like new \$50, baseboard heaters, different lengths \$10-\$15. Call: 905-725-1435

Dual turntable DJ system (WB), suitcase style plus speakers all accessories plus albums \$1400 obo, washer & dryer \$300 obo. Call: 905-436-9950

60 gallon hot water heater \$60, forced air electric furnace \$400, Nordic track treadmill, like new \$700 obo. Call: 905-263-4751

Zenith color TV 25" swivel \$280, Pioneer Hi power am/fm/cd/tuner detach face \$250, new Goodyear Eagle tire in rim GA22570R15 \$125. Call: 905-725-1409

Turbo power lawn tractor 42" cut, 12.5 horse power, complete with small trailer 1994, excellent condition. Call: 705-432-2761

Marantz cassette player, 4 mic control, master control, memory, best offer. Call: 905-725-8668

Perego carriage-stroller, car seat, playpen, toys, newborn-18 months clothes, 9 x 11 Persian rug. Call: 905-576-1286

Ladies size 14/16 light brown beige mink jacket, like new, paid \$1800 asking \$900. Call: 905-725-8714

Kerosene heater Omni 85, 13,100 BTU, excellent condition, best offer also Coleman camp lantern. Call: 905-725-6483

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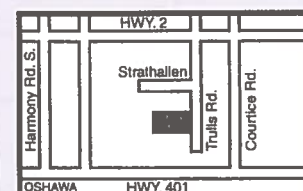
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Wedding gown, size 8, off the shoulder, head piece, dry cleaned, asking \$300 obo. Call: 905-728-3273

Wedding dress size 11, white off the shoulder with matching detachable veil, asking \$225. Call: 905-435-0070

One brown aluminum door 80" x 36" x 2" \$35, 1 double sink with single handle Moen taps \$35. Call: 905-987-1415

D&R Quantum goalie pads 35", new condition. Call: 905-725-4535

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Dining room suite, table & 4 chairs, buffet, hutch, leaf, good condition, snow blower, 5 hp, 24" wide, bicycle 10 speed. Call: 905-725-3152

Gas tank for 77 Chev, parts for Honda Civic 82, parts for 88 Olds Calais, 4 tires 155-80R 12, washing machine, alternator 78 Ford, 2 new front rotors, GM 11". Call: 905-725-6072

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Washer & dryer \$345, electric stove \$245, apt size fridge \$125, all in excellent condition. Call: 905-728-9203

1983 Taurus 35 ft trailer, Rice Lake, 2 tipouts, 2 fridges, stereo, air conditioning, microwave, phone, double bed, deck, newer 8 x 8 shed, mint condition \$12,000 obo. Call: 905-432-3034

1981 GMC truck, 3/4 ton \$500, 305 freezer 18 cubic foot \$75. Call: 905-655-3876

52 Chev Deluxe Sedan, lots of extras, banjo Gibson RB800 Mastertone, 30-30 Winchester Centennial rifles in original boxes. Call: 905-723-3832

Skis Fischer 195 needs bindings \$50, Fischer cross country skis & boots 11 1/2 \$25, electric typewriter \$25. Call: 905-723-1708

Oak coffee & end table, solid \$250 \$150, Raichle ski boots size 9, like new. Call: 905-983-8120

35 gallon aquarium, top filter \$100 obo. Call: 905-432-7352

French doors 32 x 80 \$100 for pair, steel shelves 48" x 18", 72" high, heavy duty \$35, 36" x 12" 60" high \$15, 88 Blazer S10, good condition \$4500. Call: 905-655-5554

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Free to good home, cats 2 yrs old, neutered. Call: 905-571-2156 or 725-8117

Diapers flannelette, Black & Decker coffee maker, violin, guitar, exerciser ski type, queen size waterbed, golden sheers 120 x 8, milk bottle. Call: 905-728-2601

Pool table 4 x 8 with 2 sets of balls & accessories \$125. Call: 905-725-6675

House, 1350 sq ft raised bungalow on 1 acre lot near Pontypool, country kitchen & large deck, 2 full bathrooms, 3 + 1 bedrooms, oil & wood furnace, 2 car garage, asking \$159,900. Call: 705-277-1003

Baby halter carrier, Stork Craft crib mattress, double size quilt & spread, 8 piece dinner set dishes. Call: 905-725-5306

Trish Romance print, unframed, Candlelight Stroll, \$600. Call: 905-725-1404

Two lovely full length winter coats, red genuine Silver Fox collars on each, blue & grey floral satin linings \$50 each. Call: 905-725-6391

Solid dark pine dining room suite, triple hutch & buffet, 6 chairs, 2 table extensions, asking \$1300 obo. Call: 905-723-0673

1986 Monte Carlo SS, burgundy, 140,000 km, new transmission & catalytic converter, full Alpine stereo, runs good \$2950 obo. Call: 905-721-8609

Jennings Black Lightning comp bow with all options & case \$275 obo, scanner 400 channel, model Pro #2005 \$250 obo. Call: 905-404-8918

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Yamaha Boehm flute, excellent condition, like new, asking \$400 firm. Call: 905-725-4574 between 4 & 7 pm.

Chrome black leatherette covered top card table with 4 chairs \$90. Call: 905-668-9980
1988 Pontiac 6000, excellent condition, 4 winter tires, 4 new all season tires, brakes done recently, new alternator, as is \$1250. Call: 705-786-1948

Sears exerciser bike, asking price \$75. Call: 705-277-2815

1988 Chevy Beauville van, 8 passenger, fully loaded, 1 owner, excellent condition, certified, asking \$5000 obo, double bed seat asking \$300 obo. Call: 905-428-1448

91 Ford F-150, 1/2 ton \$2500, 89 Olds Cutlass Supreme, loaded \$2900, Chevette doors \$75, 305 motor, runs excellent \$300. Call: 905-404-7117

1985 Buick Somerset, 4 cyl, auto, 2 dr, highway miles, good condition \$1200 obo as is. Call: 905-723-6493

Baby crib 6 yrs old \$150, Evenflo exersaucer \$35, stroller \$40, Resin high chair \$20, women's ski boots 7 1/2, 2 pairs. Call: 905-263-8230

Electric guitar, Fullerton only 6 months old, excellent condition, asking \$275. Call: 905-579-7314 after 4 pm

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Custom 4 + 1 bedroom bungalow, walkout basement, huge deck, oak cupboards, floors & trim, 1 acre, 45 minutes to GM, Colborne \$155,000. Call: 905-355-1439

Piano Nordheimer upright, totally reconditioned with bench \$1500, Lakewood air tight insert with blower, like new \$275. Call: 905-430-8732

Washer & dryer \$150 pair, 24" bike \$65, humidifier \$50, ski rack \$25, exercise bike \$20, girls ski boots 5-7 never been worn \$35. Call: 905-723-0572

Wood furnace, used as part of combination, 4 yrs old \$500, electric furnace Plenum free with purchase. Call: 905-263-4936

Teens size 7 ice skates, worn once \$20 firm. Call: 905-436-8660

Double fold out couch, dark brown, like new \$150, king size waterbed \$75, Canon Compact 35mm camera, new \$125. Call: 905-839-7093

Coffee table, 2 end tables & lamps, Lazyboy chair also other chair \$125, new 3 gallon outboard gas tank OMC \$40. Call: 905-623-4807

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1986 Grand AM 3 litre, V6, 4 dr, runs, as is \$1200 obo, 1983 Nissan Pulsar parts car. Call: 905-985-8636

House, Oshawa, 2.5 story, 3 kitchens, 3 full bathrooms, large finished attic with sink, finished basement, gas heat \$129,000. Call: 905-721-2072

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Big Sisters Month

Sisters of the Local can learn about being a Big Sister during February, Big Sisters Month. Art exhibits are held at the Oshawa Public Library, and the month's big event goes on Feb. 24 with the 1st Annual Battle of the Hors D'oeuvres, with various local restaurants competing to be Durham's best.

Big Sisters Oshawa-Whitby-Clarington is dedicated to making a difference in the community, providing caring, non-judgmental role models to children in need. Monthly orientation meetings are held, with volunteers assisting with bingo, face painting, parades, and many other special community events. For more information, call big Sisters at (905) 725-9300

35 mm Minolta camera with extra 135 telephoto & wide angle lens, all in deluxe leather cases, many extras \$200 for all. Call: 905-432-2713

1988 Yamaha Phazer, good condition, new track asking \$2400 obo. Call: 905-436-6320

1983 Honda Goldwing, excellent condition, regal brown, extra lights & chrome, clothing & helmets also available, 1 owner, no scratches. Call: 613-332-1127

Zenith 13" 12V black & white TV, works good for RV, car, boat, rabbit ears & tower antenna, price will trade. Call: 905-623-0755

Snowmobile 1988 Yamaha Excel III, 340 excellent condition, speed tach, grip warmers, canvas cover, new belt, original owner, priced to sell \$1950 obo, extras must sell. Call: 905-623-0755

3 Bedroom townhouse, North Oshawa, close to schools & shopping, fridge & stove, less than appraised value, excellent terms. Call: 905-723-9911

23 ft sailboat PY 23 Paceship, sleeps 6, outboard motor & trailer included \$5000 obo. Call: 905-438-1835

Box trailer 4 x 8, 13" tires, spare, jack, ramps, dolly wheel, old wood crib bow back. Call: 905-725-8343

Woodstove, large Fisher airtight \$250. Call: 905-987-5215

Washer & dryer, audio & TV cabinet, audio system, exercise glider, small TV, dish washer, rug shampooer. Call: 905-723-0700

1955 Chev pick-up parts, rear end, front axle, front springs, excellent condition, Chev 283 motor. Call: 905-728-2566

Glass doors for fireplace 36" x 28" \$50, stove hood never used \$15. Call: 905-725-3773

Satin wedding dress, size 5-6, beautiful style, paid \$1000 asking \$450 obo. Call: 905-579-9167

Pine flatback glazed doors \$2200, 6 pressback chairs, excellent \$1050, Williams Treadle sewing machine \$250, original paint barrel butter churn. Call: 705-786-2620

Annex woodstove, white, 14"W x 30"L x 36"H, good condition \$85, electric typewriter IBM, needs slight adjustment \$30. Call: 905-728-2024

Ladies mink coat, like new with matching hat, size 7 \$500 obo. Call: 905-576-2937

Canon photocopier, black & white, PC-11, excellent condition \$250, Mastercraft water pump 1/3 hp with air tank \$75. Call: 905-728-4377

5th Wheel trailer hitch, tail gate & wind deflector, cheap. Call: 905-623-2624

French doors 47" 1/4 x 80" \$100, Little Folks oak crib with canopy, dresser/change table, mint green eyelet bedding \$400, Perego stroller \$100. Call: 905-728-9165

Yorkshire Terrier puppies, CKC registered, 1st shots, vet checked, health guaranteed, females \$950, males \$850, micro-chipped. Call: 905-725-9810

Fridge/stove \$200 each, Yorkville bass combo amps 15" speakers, 82 Trans AM, low km, no winters, 4 spd \$2000 firm. Call: 905-697-3539

1850's Victorian settee, completely reupholstered, very intricate carving \$1500, pair gold tufted back arm chairs \$300, crystal chandelier \$50. Call: 905-721-2118

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Two beautiful wing back chairs \$500, .357 Ruger Redhawk stainless \$300, 2 sets of 1/48 die cast cars, Franklin Mint. Call: 905-697-3539

Skidoo, 69 Nordic, good for parts, motor runs \$250, leather jacket size medium, men's Orlando Magic Starter, never worn \$150. Call: 905-721-1990

Two acre building lot residential, 5 minutes from Georgian Bay, high & dry on main road, 1 1/2 hrs from Oshawa. Call: 905-576-2576

1984 Ford front fender, headrite pots, fender ext, cornering lites, grill & moldings \$550, all new parts, 24" Moffat stove HD 220 wiring \$80. Call: 905-728-0668

1975 55 hp Chrysler outboard all controls, needs minor work, new impeller, thermostat, head gasket \$175 obo. Call: 905-668-2036

1986 Pontiac Acadian 2 dr, auto, new timing belt, alternator, needs tail pipe, front pads to certify or for parts, fair condition \$300 obo. Call: 905-725-4534

83 Olds, Delta 88 loaded, well maintained, new snow tires \$1600 uncertified obo. Call: 905-579-9265

1974 Starcraft tent trailer, sleeps 8 with add-a-room \$1095 best offer, good condition. Call: 905-987-5899

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2 Monochrome monitors, 1 matching video card \$50 obo. Call: 905-404-2465

Norditrac Achiever skier, still in box, never used, best offer. Call: 905-263-8566

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91' Chevy 20-350, 4 captains bed, TV-VCR, 152,000 km, ps/pw/pb, am/fm, dark tinted windows, grey fleetwood interior \$13,900. Call: 905-576-4448

Boys single bed, box spring, mattress, dresser \$100 also corner china cabinet, excellent condition \$150, 4 x 8 box trailer, 2' sides tilt \$350. Call: 905-987-5027

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Oshawa, intersection Park & Bloor St. \$395 monthly, 4 rooms, fully furnished & carpeted basement apartment, suitable for 1 or 2 adults. Call: 905-728-0079

Large furnished housekeeping room close to Oshawa, non smoker, suits student or working person, private bathroom & parking \$85 weekly. Call: 905-723-7468

Rooms for rent, Oshawa available immediately. Call: 905-404-0818

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3 bedroom townhouse, North Oshawa, close to schools & shopping, fridge & stove, asking \$900 plus gas & security deposit. Call: 905-433-0773

3 bedroom older semi, East Oshawa, close to Kingsway Shopping Plaza, oil heated, asking \$650 + utilities also 2 bedrooms detached \$550 + utility, available Feb 1st. Call: 905-725-3640

Florida, Treasure Island, 1 bdr, condo on beach, sleeps 4, pool, hot tub, south of Johns Pass, available 3rd week of April, \$500 (Cdn). Call: 905-725-1800

Florida house in Boca Raton for rent, 3 bdrm, furnished, close to all amenities, close to beach, wkly or monthly. Call: 561-451-9304
Jamaica for rent, studio apartment, fridge & stove, minutes from airport, close to ocean, swimming pool, asking \$300 Cdn week. Call: 905-728-6534

Two bdrm basement apartment, close to GM, available Feb 1st, all inclusive \$675, parking available. Call: 905-725-8848

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Luxury log cottage on lake close to Algonquin Park, 3 bdrm, electric furnace, good fishing, snowmobiling, skiing, non smoker, no pets. Call: 613-637-2836

Older Fender or Gibson electric or 60's Epiphone Casino or Sheraton. Call: 905-576-0060

I seek Oshawa room to rent, \$200 per month, non smoking, can't hear any problems. Call: 905-721-3968

Used set of Tony Robbins tapes. Call: 905-728-9191 6 am, shift #1

Older metal children lunch boxes, Roy Rogers or western items, older unmade figure models, Red Rose tea cards, south Durham Region only. Call: 905-728-9100

Electric rangette stove, plug in, 2 heavy duty burners, oven, must be in good condition. Call: 905-725-0803

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Meetings

The General Membership Meeting

is held the First Thursday of every month
at 7:30 p.m. except July & August.

The General Motors Unit meeting

is held the Third Thursday of every month
at 7:30 p.m. except July & August.

The Retirees' Chapter meeting

is held the First Monday of every month
at 1:00 p.m. except July & August.

CAW Family Auxiliary meetings

are held the First & Third Tuesday of every month
at 8:00 p.m. except in July & August.

**All meetings held at the CAW Local 222 Hall,
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